THE

SEPTEMBER

Midmonthly

SURVEY

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This Winter's Work Relief

JOANNA C. COLCORD

Saving the Beaches

TAM DEERING

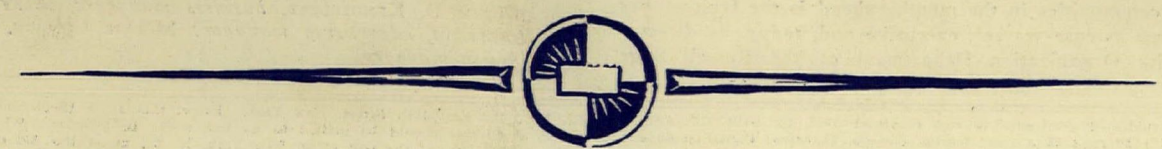
Chicago's Rent Riot

FRANK L. HAYES

Teachers Plus Case Workers

CORA C. ALDERTON

Schools of Social Work, 1931-2



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THE SURVEY

Vol. LXVI. No. 12 MIDMONTHLY September 15, 1931

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The Gist of It

THE dread of a "dole" of money or supplies that will break down standards of independence and leave families bankrupt of self-respect and initiative when the unemployment crisis is over is felt quite as sharply by the jobless wage-earner as by public officials, social workers and thoughtful citizens. On the basis of last winter's experience, "work relief" which provides "made work" as well as an emergency wage has seemed to be the safest "way out," but a solution that in itself presents many problems—of definition, method, range, and so on. What some of these problems are and certain fundamental considerations that need to be taken into account in any adequate community solving of them are discussed in the leading article of this issue (page 540). JOANNA C. COLCORD had her first bout with large-scale unemployment in the winter of 1914-15, as the newly appointed superintendent of district work for the New York Charity Organization Society. "The districts and their inexperienced superintendent passed through a baptism of fire that winter," she recalls in her "log" (see The Survey, March 15, 1929, page 823). Since that winter, Miss Colcord has had more years with the C. O. S., a year as field representative of the American Red Cross in the Virgin Islands, a term as general secretary of the Minnesota Family Welfare Association. The work-relief program she offers for the help of hard-pressed communities in the months ahead is the fruit of her wide experience as case worker, executive and, today, as director of the Charity Organization Department of the Russell Sage Foundation.

MARILLA and her friends, for whose benefit a successful piece of team play between teachers and social workers was worked out (page 542) are pupils of the Girls' Vocational School in Minneapolis, Minnesota, where CORA C. ALDERTON has the title (and we suspect it covers a lively job) of Co-ordinator.

BEACHES where you and I may deepen our tan and broil our picnic steaks and sun our children rather than miles of ocean-side shut off behind wire fences is the goal of the plan outlined on page 544 for saving these play places for all the people. TAM DEERING is executive secretary of the State-County Parks and Beaches Association of San Diego, California.

SOME of the complications that may result when medical science fails to humanize its clinics with social work viewpoints and methods of dealing with people as individuals are set down, page 545, by the victim of such a failure. The writer is well known in her professional field, and in her private life takes a prominent part in the social and civic activities of the city where she makes her home.

FRANK L. HAYES, who discusses (page 548) Chicago's recent "rent riot" and the situation out of which it grew, is on the staff of a leading Chicago daily. For several years he has "covered" the local Negro community and is accepted by both white and Negro leaders as a writer who knows and interprets fairly the Black Belt and its problems.

IT is of her own job that ERNA D. BUNKE writes so beguilingly (page 549) in describing the need and the opportunity for songs and sandpiles, parallel bars and "dress-up trunks" in institutional homes for children. Miss Bunke is the field secretary of the National Recreation Association charged with responsibility for play in institutions.

HELEN SALZ sends her verses about the old men and the old women in the county poor house from San Francisco, California (page 551).

INSTEAD of our regular education department this month we offer (page 555) brief replies from sixteen schools of social work to our inquiry, "What is the most important forward step in your program for the new academic year?"

OWEN R. LOVEJOY is executive secretary of the Children's Aid Society of New York and was for many years secretary of the National Child Labor Committee. He has had a long and deep experience of the relationships of the social-work executive, of which he writes, page 559.

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THE SURVEY

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September Birthdays

CONTRARY to the laws that govern mere individuals, the American Nurses' Association found itself thirty-five years old on September 2 and still growing lustily. The Association had decided to arrange its own party by increasing its membership from 86,000 to 100,000—but the occasion proved even better—in fact, a surprise party—for long before the anniversary day the organized ranks of American graduate nurses stood enrolled at 103,127. That record would have brought special satisfaction to the American woman who was honored a week later when the President of the United States led the celebration of the fiftieth anniversary of the first chapter of the American Red Cross, the Clara Barton Chapter in Dansville, N. Y. Nursing as a profession was remote when Clara Barton was born in 1821. Like Florence Nightingale, she drew her inspiration and her opportunity from the sufferings in war—the Civil War in this country, the Franco-Prussian War abroad. That ended, she turned at once to the organization of an American Red Cross. Before her long life ended in 1912, Clara Barton had had an opportunity to see the Red Cross extend its merciful errands to peace as well as to war, and to see a trained profession arise to carry on the work that the pioneers had envisaged. Nursing is uniquely the profession through which a world movement and world attitude has been carried forward by women. We are sure that the birthday cake of the American Nurses' Association carried a candle to grow on, however little it needed one to be good on.

Unemployment Leadership

AS we face into the third winter of industrial depression and agricultural depair, Mr. Hoover is drafting business and financial leaders to repeat, on a larger scale, the national effort of last winter to "deal with unemployment." The activity begun in Washington this August differs from last fall's mobilization in that the depression and the acute and widespread suffering resulting from it are frankly faced. It parallels the program of a year ago in that no actual relief by the federal government is contemplated, and the machinery Walter S. Gifford and his associates have been called on to set up and operate is designed merely to "cooperate with the public authorities and reinforce the national, state and local agencies which will have responsibility for the relief activities arising out of unemployment in various parts of the country this winter."

The new set-up has been generally accepted by political leaders and by the press as a move to forestall "a flood of socialist legislation" and a widespread demand for federal unemployment insurance when Congress meets. While viewing with hopefulness and relief the administration's active concern with the unemployment situation, social workers and others who were in the thick of last winter's crisis and who will have to shoulder the heavy end of community efforts at relief this year have reason to watch with some anxiety the developments of the plan. The announcements of the new committee take it for granted that last winter's emergency was competently met. Established agencies and volunteer organizations hastily cobbled to supplement them know as well as did the cold and hungry men and women who stood in bread-lines and job-lines, who jammed welfare offices, who here and there took part in desperate food and eviction riots and "disorderly outbreaks" at factory gates, that in spite of heroic individual effort and community good will, the primary job of relieving actual want was clumsily and inadequately done. A second consideration is the emphasis on local activity, with no hope held out of national funds or national machinery to do more than coordinate and stimulate local effort.

The day after this issue goes to press the New York legislature, meeting in special session, will receive Governor Roosevelt's message outlining his plan for unemployment relief. The Governor, it is reported, will urge a state fund, estimated at twenty-five million dollars, to be raised by a special tax (an additional income tax levied on the higher brackets or a sales tax on some luxury such as cosmetics or cigarettes are the favorite guesses) to be disbursed as a supplement to local relief funds. The indications are, the New York Times correspondent reports from Albany, that the Governor's message is likely to precipitate "a partisan squabble" and that "once the broad subject of emergency relief was opened . . . from 50 to 100 independent measures would be offered."

The need for vigorous and immediate action is underscored by a recent report which shows up the present lack of competent local planning based on last winter's experience to meet the vicissitudes of the winter ahead. The re-

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port covers a survey of forty upstate New York cities, probably "typical American communities," just made by the Joint Committee on Unemployment Relief of the New York State Charities Aid Association and the State Board of Social Welfare. It indicates general apprehension in regard to the widespread need that is sure to come with cold weather, and at the same time "no full recognition on the part of public officials or private individuals of the inadequacy of existing relief facilities or of the sinister consequences that may follow continued inaction." Work relief, this group of trained field workers found, is generally held to be the most satisfactory form of aid, but, the report adds, "Very few cities have made any definite plans, and there is no evidence of advanced planning of work-relief projects except in Poughkeepsie, Rochester and Utica."

Whether in the face of community apathy and unreadiness such as this and the petty political manouvering that hampers state action, a national group, however talented and devoted, can stimulate intelligent local action equal to the needs of the winter that is almost upon us, is a grave question. On its answer depend such human realities as food and coal and clothing and shelter for millions of men and women and little children in the weeks and months just ahead.

Battle Lines in Colorado

FROM the Colorado coal fields comes the stirring story of a fight to maintain decent wage and working standards and civilized industrial relations in the face of the current business depression, the disorganization of the coal industry and a wage-cut and price-cut war carried on by a group of powerful competitors against a single company.

The Rocky Mountain Fuel Company, second only to the Rockefeller interests as a Colorado coal producer, has for three years operated under an agreement with the unions which went into effect when Josephine Roche, a former social worker, became, on the death of her father, president and majority stockholder of the company (see The Survey, December 15, 1928, page 341). Under this agreement, the company pays a basic wage of $7, higher than that paid by any of its competitors.

Early in the summer, the Colorado Fuel and Iron announced a slash in coal prices to "the lowest level in twenty years" and an intended wage cut of 20 per cent. Other non-union operators in the area follow the C. F. and I. lead as a matter of course. The basic wage paid by the non-union operators has been $6.25 a day, which in 1930, when the average number of days worked was 164.6, yielded an annual income of $1073. At the new rate, the basic wage would give only $823 a year for the support of the miner and his family.

In a letter to John D. Rockefeller, Jr., Miss Roche protested "the ruinous policy of wage cuts and price wars in the coal industry," pointing out that "for forty years industrial conflict has periodically broken out in Colorado as a result of similar attempts to secure operating profits at the sole expense of the workers." Miss Roche urged Mr. Rockefeller to consider that "one word from you can prevent a recurrence of the human economic waste which will result from the action taken by your company . . . in cutting miners' wages 20 per cent." The word was not spoken.

The hands of Miss Roche and her associates are being upheld by the miners themselves who, last month, in a great mass meeting of all the unions in the northern field pledged themselves to "lend every support, both morally and financially, to the Rocky Mountain Fuel Company in defense of our rights and the business of the company which has consistently and sincerely acted for the welfare of the coal industry." The expression of loyalty was translated into practical action a few days ago when the miners employed by the Rocky Mountain Fuel Company pledged themselves unanimously to postpone the payment of half the wages due them for the next five working days, a heavy tax on a coal miner's meager income, and "to help financially until the fight is won against the non-union operators' wage-cut and price-cut war."

Planners Talk Over the Job

WHY "more blue prints than foot prints" characterize the city planning situation in the United States was canvassed at the annual meeting of the National Conference on City Planning, held this summer in Rochester, N. Y. In spite of "the times" and the consequent cuts in municipal appropriations for planning commissions, the three hundred delegates came from thirty states, the District of Columbia and Canada, one of the most representative gatherings in the history of the conference. Although most of the subjects had appeared on other annual programs of the conference, they were given fresh interest this year by new subject matter that provoked lively discussion. In zoning, emphasis was laid on the need of more attention to the edges of zones or "transitional zoning" and the important part which should be played by the building inspector as the court of first resort. Thomas Fitzgerald, general manager of the Pittsburgh Railways Company, showed that municipal appropriations for street widening to accommodate the automobile are disproportionately large, and made a plea for balanced consideration of all transportation facilities. A planning film produced in Germany showed the possibilities of visual education in this field. The next annual conference is to be held in Boston simultaneously with the meeting of the International Federation for Housing and Town Planning.

Not Cheap But Fair

THAT even the most intelligent and well-intentioned efforts cannot keep serious illness from being expensive is pointed out by C. Rufus Rorem in a report of the first year of the middle-rate plan for hospital patients at Massachusetts General Hospital in Boston, just issued by the Julius Rosenwald Fund. In that period nearly 2500 patients were cared for in this special service. Their average income was $4000 for a family of four. The average bill was $160, a considerable figure for one illness in one member of a family, though many of the bills were much less than that amount and a few very much higher. Under the middle-rate plan, however, this $160 or more or less represented the total cost of the care, hospital-room, nursing if needed, drugs, x-rays, and the doctor's fee, which is determined by a schedule which the staff of the hospital have worked out for middle-class patients. It is agreed, moreover, that no patient will be asked to pay doctor's bills of more than $150 in all, no matter how long or complicated his illness. The hospital collects the whole bill and gives the doctor his share. Talking over the situation with the

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admitting officer in advance, the patient or his family could figure out about what the total amount would be and how they could pay it—in instalments, if necessary. The aim is to give a service which will be self-supporting when it is fully in use; which is given without profit or charity at rates within reach of middle-class purses; which gives a fair return to the hospital and the doctor. These 2500 patients could not have paid the usual private rates and professional fees in the regular private-room services of the hospital; nor should they have used the only previous alternative, the ward service, in which the patient pays nothing to the doctor and only half the cost to the hospital. The middle-rate plan used in this Baker Memorial Pavilion of Massachusetts General is a notable experiment in trying to devise a kind of medical service for which the patient can pay, not a method of helping him pay his bill. It is being used and supported by an outstanding group of medical men. Both doctors and patients will see here one way in which serious illness finds adequate care without placing an undue financial burden on the hospital, the doctor or the patient himself.

Why American Mothers Die

FROM the White House Conference comes an analysis of the high deathrate of American women in childbirth. "The United States lags behind the civilized world in the prevention of maternal mortality," declares the report, and the first and most important cause is believed to be abortion. "There is a steady increase of wilful interruptions of pregnancy," the study found, and, further, two of the factors contributing to this rise "are not likely to diminish" —socio-economic trends and the lowered infant mortality rate. When a quarter of all the babies born died in their first year there was not the same risk of being overburdened by a large family as there is when only a tenth or a twentieth fail to survive. This report may well be read in conjunction with a recent decision in the federal courts in a test case brought by the National Council on Freedom from Censorship. As a result of the decision, rendered by Judge John M. Woolsey, a scientific book, Contraception, by Dr. Marie C. Stopes, is permitted to enter the United States. The decision permits importation of birth-control information for the first time since 1890, when the present tariff statute was passed barring such works as "obscene." The mails were closed earlier, in 1873.

Now that birth control information may be imported there is, however, still considerable uncertainty as to how such a book as Contraception can be circulated to the medical audience for whom it is written. Twenty-one states have "obscenity" laws which specifically forbid dissemination of contraceptive information. Some states exempt physicians, some determine the conditions under which information may be given; Connecticut, on the other hand goes so far as to forbid its citizens to practice contraception. Despite the growing number of birth-control clinics under responsible auspices in states where they are permitted, such as California, Michigan, Illinois, New York, and so on, there is still this obstruction in making available even to the medical profession information which they need to protect the health and lives of their patients. When the next sessions of Congress and the legislatures bring the annual attempts to liberalize state and federal laws to make legal, under responsible auspices, knowledge of methods of preventing pregnancy, it will be pertinent to remember that the largest loss of life among American mothers comes from the attempt to end pregnancies which were not prevented.

Studying the Schools

THUMBNAIL sketches of new plans and projects in the schools of social work, based on informal reports from teachers and directors, appear on another page of this issue (see page 555). Taken together, they show a healthy spirit of questioning and experiment in social-work education, an attitude which also found expression in a conference recently called by the Josiah Macy, Jr., Foundation at Bar Harbor, Maine, and attended by representatives of the National Association of Schools of Professional Social Work. The gathering included leaders in medical and psychiatric social work and directors of social-work research, among them Dr. Ludwig Kast, president of the foundation, and Dave H. Morris, chairman of the board of trustees, Porter R. Lee of the New York School of Social Work, Edith Abbott of the University of Chicago, Neva R. Deardorf of the Welfare Council of New York, Dr. Michael Davis of the Julius Rosenwald Fund, Dr. James S. Plant of the Essex County Juvenile Clinic, Dr. Sydney Walker of the Rockefeller Foundation, Herbert Shenton of Syracuse University.

The purpose of the meeting, as announced in the press, was "to outline a basic and comprehensive study of the achievements and possibilities of social-work education in the United States." A detailed report of the plans formulated at the conference are not yet available, but, according to press reports, the projected study will take at least two years and will have two main objectives: "First, it will formulate possibilities of research into social factors affecting human welfare in order to advance the scientific character of social work as a profession and to relate the search for knowledge to the education of those engaged in social and health work. Second, it will study problems and methods involved in providing professional personnel qualified to deal with situations created by and individuals affected by the operation of such social factors." It is the hope of those who are planning the study and who will direct it, that it will inaugurate a series of inquiries into community methods of dealing with individual maladjustment, and also into means of social planning "whereby social institutions in such fields as politics, trade, industry, education, religion, recreation and medicine may be adjusted so as to operate more effectively in the interest of human betterment and human welfare."

Dr. Adelaide Brown

FROM California comes word of the resignation of Dr. Adelaide Brown from the State Board of Public Health. It is believed that Dr. Brown is the only woman ever to have served as a member of a state board of health, and to her effective interest through the past sixteen years the State Department of Health traces the organization of its Bureau of Child Hygiene and its provision of high standards in public-health nursing. The Survey joins with a host of other friends in the Department's appreciation of Dr. Brown's "rare courage, breadth of mind, tolerance, intellectual insight and the loyal unselfishness that she has given to public health in California."

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This Winter's Work Relief

By JOANNA C. COLCORD

ONE of the outstanding features of unemployment relief in the winter of 1930-31 was the extent to which American communities, large and small, resorted to projects in which the relief was given either in cash or kind, in return for work opportunities arranged for this especial end. Variations in the set-up of the plan were endless; but these two features seemed to be common:

1. The work was useful, but was something not already contemplated in the programs of the agencies offering it.

2. The selection of the people to do the work was made on some supposed basis of need.

In previous depressions, the experience of communities with work-relief projects has been disappointing. The experience of the past winter suggests that such a program can fill a very real need in a community plan for unemployment relief, provided it is not attempted to carry too large a part of the whole program by that means.

A definition of work-relief that will embrace all the variants reported, is not easy to arrive at. It must be distinguished on the one hand from projects involving the advancement of needed public works, which would have to be done and financed by public appropriations in the near future. When a municipality, to reduce the general amount of unemployment in its midst, pushes forward public improvements, and lets contracts in the usual manner, the resulting full-time employment of laborers is not work-relief. Even where, as in some cases, the city has specified to contractors that they must not import common labor, or where it has penalized its own treasury by stipulating that hand-labor must be used when it would be cheaper to employ machinery, the result is, nevertheless, part of the normal labor market and not made-work.

On the other hand, work-relief should be distinguished from a work-test. When a Department of Public Welfare, in order to protect its relief funds, arranges with other public departments that able-bodied men on its lists shall have to perform two days' work in cleaning up parks and streets as a prerequisite to receiving the next week's basket of groceries, this is not work-relief, but a work-test pure and simple.

There has been much confusion, in the minds of those active in our communities, upon the foregoing points. One city "staggered" its laboring force, placing the regular employes on half-time and employing as many more men to work the other half-time; and called the result work-relief, though the additional funds were merely deducted from the wages of the regular men, and no increase in work performed was involved. In several cities, the "work-test" feature was stressed by demanding that the men report daily on the days when no employment was furnished them, to prove that they were still without jobs.

Bressler in The Dayton Daily News

The Gordian Knot

The method of payment cannot furnish a definition of work-relief. The majority of those genuinely employed on work-relief projects were paid in cash; but the source may have been additional appropriations made to the city departments where the work was done, or to the department of public relief; it may have been money contributed by community funds or private agencies; it may have been funds especially raised for the purpose by citizens' committees. In the "Man-a-Block plan" originating in Buffalo and adopted in several other cities residential blocks were organized, each under a "block captain" who secured from each householder a promise to contribute a small sum each week to a common fund which was then used to pay one unemployed man to shovel paths, carry out ashes, and so on, for the group. This was genuine work-relief. In its later developments, however, the committee in charge confined itself to making the first contact between the man and his prospective employers, leaving him to make his own bargain and collect his own payments. With this development, the scheme receded into the fringe of the work-relief area, along with other opportunities for independent work such as the various street-selling enterprises, and the interesting scheme of one Massachusetts city, which allowed unemployed men to fill sacks at the municipal sand-pit and sell them to passing motorists and householders for use on icy streets.

The common complaint in the cities adopting work-relief plans, has been that under last winter's pressure, the scheme was embarked upon too hastily. Not enough planning was done in advance; the scheme and the requirements were changed from week to week on an experimental basis; neither the funds available nor the extent of the demand could be gauged with any accuracy. Some cities which last year went in heavily for work-relief have definitely abandoned the scheme for the coming winter; others are planning a larger and better arranged program.

One of the arguments most frequently heard against work-relief is that it is "an expensive form of relief." The average wage earned was $50 to $60 a month—more than the "average relief per family" shown in most statistical reports; but as has been said "wages are more expensive still!" If the attempt is, as we believe it should be, to conserve in a work-relief program as many as possible of the values attaching to real wages, then the argument of economy vanishes, and it emerges with increasing clearness that a work-relief program should be integrated closely with a full relief program, neither usurping the whole of the stage.

A winter like the last one, and presumably the one ahead, bring up for community assistance a group of people who have hitherto pulled their own weight in society's boat. They have no experience in

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looking to others for help, and they infinitely prefer the hardest work, with some semblance of payment attached, to anything approaching a hand-out. The hoary belief that people will not work unless forced to it received a decided jolt last winter. The eagerness of the majority of the unemployed to put their hands once more to labor was demonstrated to anyone with open eyes.

To those emergency committees or other groups who may be contemplating a work-relief program for the coming winter, the following suggestions are advanced, based on a study made in the field by representatives of the Russell Sage Foundation in some twenty American cities. As this study is still in progress, the recommendations must be taken as tentative, and applying to no particular city in detail. They represent merely a few suggestions as to the principles to be kept in mind, and not a complete program.

1. Do not confuse a work-test with work-relief. Make it definitely a volunteer enterprise. The aristocracy of the unemployed will choose it, if they are given the choice, without coercion. They will not then have to be herded in with those who do not want to work and who will pull down the morale of the group by their efforts to avoid making a fair return. In the end, the higher prestige secured by those who elect to work, will create a more effective social pressure on the rest, than all your efforts at coercion.

For those who are all too accustomed to turning up regularly for relief, and uneager to perform any work in return, it may be desirable to enforce some work-requisite. This should be a separate project, involving no cash payment, and so set up as to create no confusion in the mind of the client as to which banner he is serving under. He is a conscript—the man on work-relief a volunteer!

2. Pay real wages in cash, for the time employed. The going rate of wages per day for the job done, is the only fair basis. If a laborer receives $4 or $5 a day in your community, then pay your men that amount and reduce the number of days worked to three or four a week. (Be sure, however, that this minimum is maintained without further deductions on account of bad weather or temporary illness.) If a carpenter gets $13 a day, then pay him that, and let him work one day a week. You will have the backing instead of the criticism of the labor group if you adopt this policy. And pay off "on the job" if possible, to avoid congregating at a central office, and further loss of time and self-respect. In any case, the short week is desirable, to allow all the men a chance to look for real work.

3. Diversify the kind of work offered. It is much easier to have all work arranged through one or two city departments; but this usually means only hard outdoor labor for which many of the unemployed are not fitted. There are women, and delicate men, who are nevertheless responsible for the support of families. Non-profit-making institutions, public and private, have always more work to do in upkeep than funds to pay for it. Social agencies can use more clerical service than they can afford to hire. One Emergency Committee used its head, and supplied to the city department of streets a squad of white-collar men to clock traffic at certain corners, a study which the department had long wanted to make. Any municipal research bureau could suggest similar activities, calling for high-type men. Why use them, therefore, only to pick up waste paper, and clear away dead wood in the parks?

4. Be very sure, in diversifying your program, that you encourage neither public nor private agencies to foist on the made-work program jobs which they have funds to hire done through ordinary channels. When self-interest is added to a not very clear understanding of the economics involved, this can happen. It has happened! Do not be backward, therefore, in demanding detailed satisfaction on this score.

You cannot afford to have it said that your project has interfered with the getting of a single real job in your community, any more than that you supplied free labor to private employers!

5. Accept yourselves the responsibility for the "determination of need." The social agencies will have their hands full dealing with other parts of the relief program. Avail yourselves of all the knowledge they possess about individual families, but let the decision be your own. If you open an application center or centers, secure the services, volunteer or paid, of someone trained to make social investigations. Borrow a worker from the social agencies outright, to clear names with the Confidential Exchange, make home visits and contact employers; but don't thrust the job of investigation back on the already overburdened agencies.

And let your policy be flexible in the matter of need. The group you are aiming at may never have applied for relief; but if a man is found to have exhausted his savings and other resources, to have no one else earning in his family, to be already in debt—then save him, if you can, from application to an agency for relief, and put him to work.

Nothing that has been said is intended, however, to mean that a sharp line can be drawn between those who have and who have not yet been obliged to seek relief. Among their clients, the social agencies have a vast majority ready and eager to work. The cooperation of the agencies should be sought and the plan carefully discussed with them, so that *they* will not attempt to use it as a work-test with their own clients, nor withhold relief if it is not accepted.

With this understood and agreed upon, candidates sent by the social agencies ought to be accepted for work-relief without question or further investigation.

6. It should be the job of someone—preferably someone with experience in business or personnel management—to deal with the departments and institutions furnishing the work; plan out jobs to be done; see that materials and tools are in readiness; set up indexes and record forms; devise a system of summoning and assigning people to jobs; check on reporting for work; manage payroll and accounting; and secure reports on the quality of the work done.

This is all apart from the task of the social worker in receiving and sifting applications. They should both be alert to place men in "real" jobs and get them off made-work; and close relations should be maintained with good public employment agencies, if any such exist in the community. Each man on work-relief should be required to

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register at such an agency. If no public agency exists, a placement function may well be developed by the work-relief bureau itself.

7. Give consideration to the health and protection of the men assigned to made work. Men with tuberculosis, cardiac difficulties, hernia, and so on, may be willing to do any kind of work, but should not be assigned to hard outdoor labor. Many men will not have proper clothing for such work; and mittens, mackinaw jackets, and so on, will have to be supplied. One committee found that pneumonia cases among the men decreased when rubber boots were supplied to those working in water and slush.

Some educational work will have to be done with foremen in charge of the jobs. Men unused to manual labor cannot be driven till they have had time to get "hardened up."

If the jobs to which they are sent are not already covered under the Workmens' Compensation laws, the committee should itself take out an insurance policy, for its own protection as well as for that of the men.

8. Some attempt should be made to determine the value of the project, in relation to both human and financial terms.

The whole idea of work-relief is so comparatively new, that it should be considered as experimental, to be enlarged or decreased according to the results obtained. Some objective measurements, depending upon well-kept records and reports, should be in mind from the beginning, so that, when the period of evaluation arrives, there may be more upon which to base a judgment than the enthusiasm of sponsors or the doubts of objectors.

The purpose of such a scheme as that outlined above should be not to establish a forced labor colony, not to return quid pro quo to the community for the relief offered; but rather to do a piece of preventive work with people exposed to the degeneration incident to loss of work, of status, of morale.

That it is a relief program, is shown by the fact that the "basis of need" is insisted upon. It cannot be made a money-making scheme for the community; even with the best will in the world, inexperienced men working part time cannot be as efficient as "old hands." It will be expensive; and the returns will be imponderable—to be stated only in terms of salvation.

When such men as these whom we have been considering regain their place in industry—become once more the solid citizens whose contributions we ask at Community Fund time—will they look back on these bitter years with a feeling of shame and defeat, or will they feel a rising sense of copartnership in the community that extended when they needed it a helping hand which they could grasp without loss of self-respect?

Teachers Plus Case Workers

By CORA C. ALDERTON

FIRST there was Marilla, slim and bright-eyed, who, from the choices offered her at the vocational school, elected to fit herself for department-store work. Then there was Sophie, ragged, dirty and unkempt who, smiling sweetly, didn't care what she did so long as it didn't interfere with her voracious consumption of romantic fiction.

Marilla had personality and so, in the absence of any reasons against it, was enrolled for the two-year course she desired. At the end of that time, if her grades were satisfactory, she would be placed in a department store. The vocational councilor did not know that behind poor Marilla was a sordid juvenile court record for stealing, a record which argued against her fitness as a department-store employe, a record which would always threaten to come to light and defeat any sincere effort the girl might be making. Would the two years of good "grades" assure the employer of a complete change in habits and attitudes toward property rights?

And Sophie. Could she, by mastering any amount of subject matter which the school offered, rid herself of the conditioning that made her the wretched dirty little figure that she was? There is slight reason to think that what usually goes on in the preparation or mastery of subject matter has much influence in providing for specific life needs such as Marilla's and Sophie's. How can a vocational counselor and a teacher assume any share of responsibility for these children's futures without a clear understanding of their background from which to observe the educational process as it relates to life?

For years this school was fortunate in having the services of a visiting teacher whose thorough and constructive investigations of family problems and individual difficulties shaped many of our goals, both immediate and remote. Unexpectedly deprived of her services the staff sought some other way to secure data which we had found indispensible to the understanding of our cases.

THE first step in procedure, operating now for four years, is to clear every pupil entering the department through the Social Service Exchange. Three teachers, chosen for their experience, are authorized by the social agencies to read case records. Not all can be read at once, but the number of agencies registering a family, the length of time a family has been known to agencies, the type of dependency revealed by the registration, determine, together with reports from other schools and the appearance and behavior of the girls themselves, which of the many cases shall be given precedence.

After a case is read the teacher dictates a brief abstract which is filed with other background information on the individual girl. Such information as seems pertinent to the better understanding of any case is used in reports and recommendations in staff meetings. All case material is handled confidentially. When a girl changes from one adviser to another the full record goes to the new adviser. When she leaves the school the record goes into a confidential file in case of need for further guidance or supervision.

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The first hand accumulation and use of such material over a period of years has been invaluable in giving us a long-time view and in socializing the concept of the immediate purpose and need of education. Trends and concentrations of social maladjustments appear when data are examined with the perspective of a few years.

Of 278 families sending girls to the school during three years, 221 or 80 per cent were registered with one or more social agencies. A calculation revealed that the Exchange had recorded 1439 inquiries on these families by 106 different social agencies. To try to isolate the factors or distribute the causes of the social difficulties indicated by these inquiries would be like trying to take one fishhook from a boxful. Health, relief and family welfare, delinquency, children's protection, psychological treatment, legal aid, the settlements—all showed themselves in greater or less degree. The median family had five agency contacts, some of them continuous for a quarter of a century.

Wood Cut by Frans Masereel in Gesichter und Fratzen

Can not such children be led to share increasingly in their own destiny?

To return to ragged little Sophie. Behind her, when she came so smilingly to the school, was a long and miserable record of a chronically dependent family with which social agencies had been struggling for twenty years. The father a drunkard, lazy and idle; the mother a victim of her own low mentality; the children—apparently eleven in all but we are never sure—of varying degrees of wildness, two of them already delinquent. The home was sordid and filthy beyond words. For years the family had stubbornly and successfully resisted every effort to move it out of its squalid surroundings. In the light of this history how inadequate our routine courses seemed to Sophie's needs! Her adjustment lay outside the facilities of our school as its responsibilities are at present conceived, but how much farther we could go if our effort for her were closely integrated with the program of the social worker!

Suppose that twenty years ago the facts regarding this family had been presented by the social worker to the teachers and the principal. Suppose too, that every succeeding teacher, as the children came along, had been made aware of their personal difficulties and social hazards. Might not a consistent, socially profitable eductional program have resulted from the contributions of the social workers and the educators—a program by which these children would have been led to take an increasing interest and share in their own destiny? A school which had these children almost certainly had others from the same geographical and social area. Might not an educational program meeting practical realities have contributed to the solution of the social conflicts defined by and culminating in their later delinquencies? For twenty years the two social constants furnishing a means for successful adaptation for this family were the public school and the organized charities. Might not objectives be better defined in the light of clear facts already ascertained but filed in our departmentalized and specialized organizations?

In Marilla's case vocational advice and adjustment, without the social history, had been needlessly inconsiderate, both of the girl and of her prospective employer. Knowing her background any hesitation we might feel at the thoroughness of her reform might be ended by a common-sense appeal to the employer. The judgement of people who deal practically and often with such cases could be taken as a working measure of the probabilities of satisfactory vocational adjustment in the retail field. At least we could say that we know where we stand.

In this particular school and department the adjustments which the staff has had to make to gain the case work attitude toward the pupils has resulted in some wholesome changes in thought habits. In the first place there has been a marked socializing of attitudes. Among teachers there is often a fear of facts bearing on delinquency. They distrust their own motives and fear to seem "gossipy"; they hesitate to speak for fear of prejudicing others—though there is not the slightest hesitation in reporting D grades in arithmetic or spelling which after all play a relatively minor part in social and vocational adjustment. Among the rank and file of teachers the word "charity" still has a connotation which implies blame to the individual, and they shrink from attaching it to a person almost as they shrink from mentioning delinquency.

Intimate knowledge of many individual difficulties, conscientiously studied to relate cause and effect, provides a natural and wholesome corrective for these outworn mental stencils. The girl is seen to be so unavoidably a part of her past that the case history becomes an indispensible part of any plan or program in her behalf. Such attitudes as praise or blame or even surprise can no longer be aroused by a child's conduct patterns when viewed in their setting.

Among some teachers there is a conviction, implicit if not expressed, that "the school has a hard enough time as it is to get its own job done without dabbling in social service." Few of our teachers now have that attitude. Our experience has gone a long way toward putting social conditions into the consciousness of the class-room teacher where she can evaluate her own contribution to each of her pupils in the light of its proportion and relevancy in the whole life scheme. She no longer measures the child wholly in relation to an arbitrarily, even though logically arranged, system of ideas or subject matter.

While particular teachers and social workers have arrived at a most generous and intelligent basis of cooperation, the procedures as a general rule, even those we have worked out ourselves, do not seem entirely adequate. Might there not be developed a professionally and administratively recognized means of coordinating the effort of all those community forces which carry on parallel programs with the same individuals and of making available to all the information which each accumulates independently? It is necessary to assume of course that we all share the ethical standard which protects the interest of the client, but surely the teaching profession and the social work profession are now at a stage when each may trust the other. And if not, why not?

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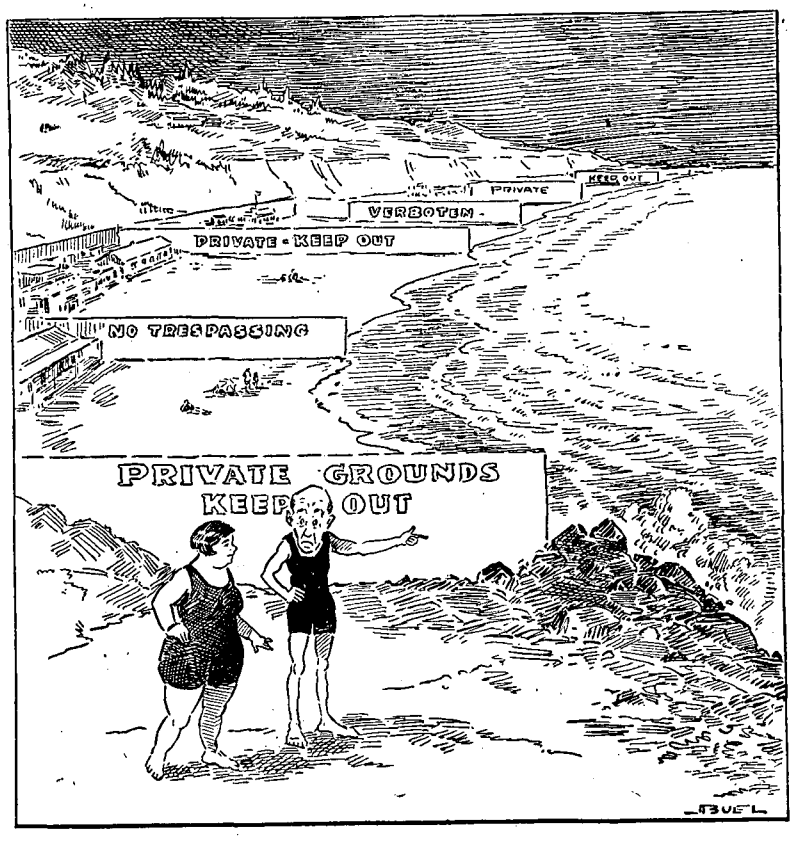
Saving the Beaches

By TAM DEERING

AS social workers it is demanded of us that we thread our way through the economic tangle in which the country finds itself. Is it too much to ask that in doing so we give some thought to the new growths springing up from the midst of depression which betoken a revolution in the manner of American life? It may mean a richer, more abundant life than the world has ever seen before. For out of the talk of this and that way out, of six-hour days, five-day weeks, ten-month years, there can be little doubt we as a people shall have great leisure and it is a duty laid upon us to make long-range planning for its constructive use. We must guide people away from merely passive recreations—from too exclusive devotion to the radio, movie and ball game.

Obviously the first step should be to set aside those great outdoor recreational resources which are indispensable to the constructive use of leisure by all of the people in a vigorous life in the open. Greatest of these in my estimation are the waterfronts of lake, river and ocean. One hundred feet of waterfront is worth a hundred acres of land in fun and in popularity. A million New Yorkers go to Coney Island on one hot day. Edward T. Hartman, consultant of planning boards of the State of Massachusetts, writes: "Our few public beaches, like Revere and Nantasket, are overcrowded to the point of indecency and wherever you go you find a 'no trespass' sign." A news dispatch from Olympia, Wash., says: "The crowds that flock to the water overcrowd every salt-water beach and lake resort owned by the state."

Unfortunately subdividers have awakened to the popularity of waterfronts in advance of proper social measures to preserve them. The result is that in certain sections of the country, as for example in southern California, one may drive for miles without access to the ocean. The famous seventeen-mile drive along the beach at Monterey is now closed to the public. Three years ago a new state highway was opened along what is known as the Malibu, north of Santa Monica near Los Angeles. Today one may drive for eighteen miles along this remarkably beautiful seashore between barbed-wire fences. Back of the fence are armed mounted guards. The same situation prevails at the well known San Simeon ranch owned by William Randolph Hearst in central California. Throughout southern California the oceanfront is being withdrawn from public access.



Hoping to help in this situation a conference of public officials and interested citizens was called in San Diego County in 1923 by a citizens' group acting under the name of Community Service and the State-County Parks and Beaches Association. These organizations have given leadership to the county, and to some extent to the State of California, to take practical steps to "Save the Beaches." The first step was the preparation of an ordinance reading as follows:

> Whenever any tract or subdivision of land is bounded on any side by an inlet, bay or estuary or by the Pacific Ocean, there shall be . . . a roadway or street . . . [with] a distinct name . . . open to the ordinary high-tide line. Any land between said roadway or street and the ordinary high-tide line shall also be dedicated . . . as and for a public park.

The ordinance was refused by the County Board of Supervisors under pressure from owners of beach frontage and two daily papers owned by the same interests. The citizens' organization thereupon spent a year in educational work in every part of the country, which enlisted the support of more than one hundred organizations, and it was unanimously adopted by the Supervisors.

The ordinance not only preserved the beaches for the use of the people, it made possible regional planning on a scale that would create new values for every owner of private property in the county. It was pointed out by the citizens' association that, by dedicating the waterfront roadway to the public, each owner of frontage would be many times compensated by the dedication of strips by other owners and that the resulting comprehensive treatment would be of enormous advantage to private owners as well as the public.

After winning the county ordinance the citizens' association turned its attention to the state and had introduced in the legislature of 1927 a bill applying the provisions of the local ordinance to the entire state coastline. It was defeated, and again in 1929, both times by the

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efforts of attorneys with ample funds representing the owners of largest ocean frontage in California. But that we expected. The chief reason for introducing the bill was to use the legislature as a sounding-board to draw people's attention to the fact that the beaches which they supposed belonged to them were rapidly being fenced off. Another plan, put by our association before the new State Park Commission, was that the beaches be made into state parks as a means of saving them.

In a limited way our educational work has been extended to the Pacific Coast beyond California and the country at large. Everywhere the situation is much the same; the exclusion of the public from all but small fragments of the waterfront is only a matter of time.

The San Diego plan of action is experimental and is offered for consideration elsewhere as merely suggestive. It comprises the following points:

Require by ordinance a roadway paralleling the waterfront.

Acquire as public parks all privately owned narrow strips of land lying between existing roadways and the waterfront.

Acquire by gift or purchase other frontage which may not be secured as above.

Acquire state, county and city waterfront parks, some for parkways, trails and scenic purposes, others for limited recreational use, and other much larger areas suitable for camping.

Provide for immediate governmental surveys to establish the ordinary high-tide line and the maximum legal limits of the public ownership.

Zone both sides of the roadways or parkways running beside the shoreline to prevent hot-dog stands, billboards and other objectionable developments.

Apply similar treatment to rivers, lakes, bays and artificial reservoirs.

In times of economic and social catastrophe such as these, the urge to save the beaches may seem too simple. Yet who can estimate the importance of simple good times to a people suddenly possessed of an abundance of leisure?

A Positive Wassermann

By A VICTIM

I HAD just passed my forty-fourth birthday, but it had never occurred to me that I was getting old. In many ways I was younger than I had ever been. As a girl, I was awkward and shy and increasing years, bringing me, as they did, poise and liberty were greeted with unalloyed pleasure. Never having had any serious illness, I was under the impression I was strong. I took it for granted that the fact I was nearly always fatigued was due simply to overwork, for my professional and private duties were heavy. I could outwalk and outclimb friends of my own age, and many younger, and though I was often breathless with exertion, and had to pause to rest, I always finished anything I attempted. It never occurred to me that my weariness indicated physical weakness; in fact my health never received a thought, other than I was proud of what I was able to do, and felt an obligation to retain my fitness.

About this time, I was much impressed by an illuminating lecture on cancer, and the desirability of regular health examinations. Having grown up in a doctor's household, I had not much confidence that any of our general practitioners were interested in a perfectly healthy patient, but I made one attempt to be examined by our family physician. He only laughed good naturedly at me, and told me to forget it. While the matter was still in my mind, I had some business that took me into a neighborhood of a medical clinic of very high standing, so I dropped in and asked for a general physical examination. I had little to tell, and less to hide. Though with no idea as to what they were going to do to me, I took it for granted that ultimately they would compliment me on the care I had taken of myself, and the prospect of a long and healthy old age, that lay before me. Quite the contrary happened. After a personally conducted tour that seemed to take me into every department of the clinic, I was told my general condition was poor, and that I "gave a positive Wassermann reaction."

Though my idea of what that meant was very vague, I inferred from the attitude of everybody, that it was very dreadful. I was too shy and humiliated to ask many questions, but I tried to think out for myself all that it might mean. I knew that I myself, had never been guilty of anything that might have been the cause of my trouble, and I was even more positive that I was completely free of any hereditary taint.

I WENT over in my mind all my friends and acquaintances with whom I had ever been intimate, suspecting and wondering. The doctors were very kind, but equally thorough and impersonal. I may have been mistaken, but it was my impression that had it been necessary for the specialist in that section to have touched me at all, he would have used a pair of tongs. I took it for granted that my physical examination would entirely corroborate my statement, and was both surprised and depressed when told that I was the only person who could know that I had always lived a chaste life. He did tell me though, while I showed a positive reaction to the test, he could not say whether or not I had syphilis, and would not be able to say, until he had had ample opportunity to observe me more closely.

He added that had my general health been good, they might have looked on this reaction as simply a vagary. As it was, they must withhold judgement.

They did not suggest treatment or medicine, but said I was

To treat the patient, not merely the disease, has always been the maxim of wise physicians. But the reserves that hedge both doctor and patient sometimes make it easier in the saying than in the doing. This true personal narrative written by a professional woman in a large city shows what distress and suffering may follow the inability of a physician to understand the mind as well as the body of a patient, and what differences a bit of interpretation might have made.

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to return home, eat and sleep and rest and not worry, and report again in six months.

I had gone into the clinic an ambitious and energetic young woman. I came out of it a humiliated woman, who had forgotten she had ever been young. Incidentally, I had lost seven precious pounds in the ten days I had been going there.

My friends were all shocked at my changed appearance, and anxiously inquired what was the matter. No one will ever know how thankful I was that I could tell them my stomach was in bad condition. That was no disgrace, and I prayed that I might die before any of them could learn the possible cause of the trouble.

I read everything I could find on the social diseases, and though much of it shocked and terrified me, I was consoled when I found that a positive Wassermann reaction, in itself, did not necessarily mean that one was tainted. I learned also that the disease could be acquired quite innocently, and therefore might sometimes be looked upon as a tragedy, rather than a disgrace.

I TRIED to study my own reaction to the whole situation, and realized that I had previously made almost a fetish of good health and purity of life, and glorified in the favorable public opinion that resulted. I tried to emphasize in my own mind the thought that even if the doctors proved I was tainted that I was still and always had been a good woman, as far as my sex life was concerned. But my life had always been as open as a book, and now I was crushed by the need of secrecy. The assurance that the disease could be cured, if it developed that I really had it, gave me little comfort. I had never been afraid of death, but I was humiliated by the thought that anyone, even my physician, should know my horrible secret.

In the meantime, I realized that I must find better health in order to prove my innocence at the clinic. I did everything that they recommended, except "forget the incident, and enjoy myself," only to continue to lose both in weight and strength.

With a very great effort, I could force my waking thoughts into their channels, but when I slept, I was at the mercy of my dreams. Night after night, I would be wakened by my own sobs. Naturally, I did not make great headway in my search for health.

On my return to the clinic, I was greeted with the greatest of kindness, and got the impression, without any of the doctors saying so directly, that they, all of them, had confidence in me.

Another thorough examination found my general health about as it had been, but I came away with my courage restored. The next year brought a decided improvement in my health. I returned to the clinic at intervals for three years, when they assured me, that while my reaction to the Wassermann test remained positive, they were confident I was only a "freak" and could assure me I had a clean bill of health, in that respect at least.

DO I wish that I had never gone near the place? No. Even though I lost my youth, and went through an experience too humiliating to be appreciated by anyone who has not gone through it for herself, I still feel it was worth while, and will continue to go from time to time, for a check-up.

In the first place, I found I had evidently been going steadily down hill without realizing it, and the consequences might have been extremely serious, had they not examined me when they did. As a result, I believe more fully than ever in periodical health examinations. Then also, the experience was a training in patience and self discipline, which while not pleasant, was valuable.

My real reason though for not wishing to blot the experience from my mind is the knowledge the ordeal gave me of one of our most important problems, and sympathy with and understanding of the hundreds of thousands of victims of the dread social diseases. I am inclined now to view them as unfortunates, rather than as criminals. Some of them may have gone out stupidly for adventure, only to find disease and sorrow. I know that many even of these have developed perhaps by their suffering into as fine men and women as are to be found any place. I believe that the present condition of all these sufferers is much more the fault of our educational system than of their own wrong doing. In thinking of them, I find myself wondering whether the acts that may be responsible for these social diseases are any more to be condemned than many others involving selfishness, cruelty or disloyalty.

The doctors at the clinic are not to be blamed for insisting on following up the evidence. They knew nothing of me excepting what I had told them, and certainly that was little enough.

The facts they discovered were all against me, and were it true that I was tainted, the only chance of saving my health lay in an early diagnosis. While kind, they felt they had to frighten me to assure themselves that I would return to the clinic.

I do feel, however, that they should have studied my mind as carefully as they did my body, and have explained more thoroughly.

Had they done so they would surely have learned that I was most amenable to reason, and would follow instructions.

EVEN so, I should have been sufficiently frightened for their purpose. They evidently had not studied me sufficiently to realize the agony to which they were subjecting me. If I had had a stronger character perhaps I should not have suffered so much. Knowing my innocence, I should have been able to throw back my head with pride, instead of being crushed.

It seems to me, too now, that even although the doctors had reason to doubt my statements, they should have assured me that whatever my past, and in spite of the terrible possibilities associated with a syphilitic infection, a positive Wassermann in itself meant nothing, and that there were many more dreadful things in life than to have that reaction. With this criticism, I must also add that my experience has not at all lessened my confidence in the clinic group.

In fact, I have returned to them more than once, since that time. I know of no better authorities in their field, but I still feel that they, and many other physicians have much to learn about human beings. I am glad it was I, and not a weaker and even more timid sister who had to have such an experience, for though I am no longer a young woman, I have been able to regain my health, and save my reason. She might not have been so fortunate.

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New Fields for Philanthropy

THE challenge offered to American philanthropy by the problems of business and industry rather than a dollars and cents accounting of money expended is emphasized in the recent annual report of the Twentieth Century Fund. The fund was set up in 1919 by Edward A. Filene of Boston. Mr. Filene has served throughout the Fund's history as president and trustee. The other trustees for the year covered by the report were: Newton D. Baker, Bruce Bliven, Henry S. Dennison, John H. Fahey, Max Lowenthal, James G. McDonald, Roscoe Pound, Owen D. Young.

In the beginning, the disbursements directed by the trustees were fairly evenly divided among the fields of social service, international relations, social reform, political reform and economics. Last year, 93 per cent of the total sum granted was in the area of economics. This shift in emphasis is based on the belief of the trustees that "the way in which business is set up and carried on affects the welfare of the population more intimately than any other social force. . . . Insofar, therefore, as the philanthropy of today can assist in the solution of our economic problems, it can contribute more fundamentally than ever before to the material and spiritual welfare of the individual—which has always been the object of intelligent giving."

A study of the expenditures of 108 foundations, made by the fund, showed that only twelve make grants along these lines. Only nine foundations are supporting pure economic research, and seven are committed to projects in this field. About sixty million dollars is distributed annually by these 108 funds, the inquiry brought out, of which only about one million five hundred thousand dollars (three per cent) goes to economics.

To define the opportunities for philanthropy in connection with business and industry, the trustees authorized studies of outstanding difficulties in present-day economic development, and the ways and means whereby philanthropy might assist in composing them.

There are eight major economic problems in which the fund is now actively interested: inadequate and expensive consumer credit; inadequate organization of medical service; distribution; stock market cycles; unemployment; waste in corporate finance. It is in the last five of this list of eight objectives that the Fund comes to grips most directly with business and industrial considerations, and where its activity best illustrates, perhaps, the possibility for large-scale philanthropy in the domain of economics.

The Fund's effort to promote the application of scientific methods to industry abroad is based on a conviction that because of the economic interdependence of nations today "the continuance of antiquated business organization and operating technique . . . is a drain on the health of the nation. . . . As unhealthy industries may threaten national prosperity so backward and impoverished nations may threaten the prosperity of the world." The Fund was one of the original underwriters of the International Management Institute at Geneva and has continued to support it. The Institute works toward the understanding and use of scientific management through stimulating research by manufacturers, through its own investigation and reports. The Fund is also supporting an international cost-of-living study, carried forward by the International Labour Office and the United States Bureau of Labor Statistics, which "is designed to show in the terms of the currency of each country the weekly wage required to give a working man the same standard of living as that of the Ford company employe in Detroit receiving a minimum wage of seven dollars a day."

A study of waste in distribution, to be completed in about a year at a cost of some three hundred thousand dollars, has been outlined by the Twentieth Century Fund which has pledged twenty-five thousand dollars for the purpose, and will assist in raising the balance necessary to finance it. The study is based on a preliminary reconnaisance made by the firm of Thompson and Lichtner under the personal direction of Colonel Sanford E. Thompson, who was active in the organization of the Waste in Industry Committee in 1922. The program of the study includes an analysis of various methods of transferring goods from sources to consumers, and an appraisal of these methods which, it is hoped, will throw light on the effectiveness of business customs and of government regulations and restrictions. In the course of the inquiry a few commodities will be selected for intensive study, tracing their course through all distribution channels from producer to consumer.

THE bearing of stock market ups and down on the general level of our prosperity is one of those mystic relationships which is seen as cause or effect, as major or minor depending largely on the experience and convictions of the observer. In an effort to get nearer the true inwardness of these disturbing phenomena, the Fund proposes a study of stock market cycles paralleling recent studies of the business cycle. The Fund suggests that a sponsoring committee be set up, and that research be carried on "with special reference to causes, effects and measures for control." The suggestion is based on a survey and report by Professor Arthur F. Burns of Rutgers University, under the direction of Dr. Wesley C. Mitchell of the National Bureau of Economic Research.

Only a preliminary inquiry into the possible need for grants to study various phases of waste in corporate finance has been made. Among the suggested areas for research in determining where corporate finance today is wasteful, in human and in business terms, are "investment trusts—their broad economic implication with special reference to corporate control; the operations and functions of investment bankers; mergers, reorganizations and holding companies; and, finally, the possibility of instituting some measure of control to remedy any wastes or defects revealed by these studies."

After a review of the unemployment situation of the past two winters and of the efforts of the agencies endeavoring to relieve it, the trustees of the Fund favor the formation of a National Employment Council. "Such a council would be composed of industrial executives and business leaders. It would foster and promote interest in the regularization

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of employment through continuous discussion and exchange of information. Through it an attempt would be made thoroughly to pool industry's scattered experience with stabilization technique for the common good and to secure a maximum application of those methods proven effective in practice. While furnishing expert assistance and advice such a council would recognize that industrial management must interpret and make effective any program of control."

The activities of the Fund have so far been based on the philanthropic gifts of one man. The national and international program now outlined by the trustees, it is pointed out, calls for wider support. In the thoughtful discussion of some of the twentieth century applications of philanthropy the Fund goes beyond the older concepts of "charity" in the coal and groceries sense and "presents to men of wealth an outlet through which they may efficiently and judiciously put their fortunes to work in the betterment of fundamental economic conditions."

Chicago's Rent Riot

By FRANK L. HAYES

ON August 3, Chicago was startled by tidings that three Negroes had been killed in a clash between populace and police. The shooting occurred when a police squad in riot formation attempted to disperse a crowd of Negroes who had congregated to move the furniture of an evicted woman back into the apartment from which bailiffs had dislodged her. Similar gatherings to undo evictions had taken place previously in Negro neighborhoods, where a communist Unemployed Council has been intensely active of late. This particular gathering saw the first blood shed in a protest against unemployment, and it was the blood of a people little prone to radical uprising.

Ten days before the tragedy, a Negro clergyman was present at a conference of an informal committee of social workers and other thoughtful citizens organized to formulate a program for the alleviation of unemployment. Another member of the committee suggested meetings once a week. The Negro member rose and said, "This is not an academic question. We ought to meet every night. An immediate program is needed. Matters have become tense. I believe something serious may happen any day in my district."

The district to which he referred is that frequently called the Black Belt, where live a majority of Chicago's 234,000 Negroes. It is an extensive section stretching southward from the edge of the central business district, and under the analysis of sociologists falls into various more or less distinct areas ranging from those of high delinquency, deteriorated housing, and unstable family life to those of low delinquency rate, comfortable living conditions, sound family life.

In this general district are found distinctive evidences of achievement. There are said to be more kinds of business and professional enterprise carried on by Negroes in Chicago than anywhere else in the Union, and likewise more Negroes in clerical and executive positions. As elsewhere, the majority depend on wages for a livelihood.

From the recognized and influential leaders, who are opposed to radical doctrine, to the masses, who are unacquainted with its issues, Negroes, as I have pointed out, are conservative as regards labor action, religion and politics.

With few exceptions, such as a relatively recent boycott in Chicago of chain stores which sold to Negroes but did not employ them until this pressure was used, Negroes have not been aggressive in demanding economic rights. It is well known that for several reasons there has been little organization of Negroes into trade-unions, although within the last few years the movement has advanced somewhat in popular favor.

In theology the Negro is usually traditional and orthodox. The Negro church is the first institution in which the Negro found self-expression and autonomy, and for years the pulpit was the chief agency among Negroes for community leadership and social control. There are a few modernists, a few cults, and occasional free-thinkers, but the majority cleave to "the old-time religion."

In politics, Negroes of Chicago, as of most communities except Harlem, are fairly solid in their support of the Republican party . There are Negro democrats and Negroes who are anti-machine republicans, but the majority vote the straight ticket, follow the guidance of the regular party leaders, and believe in the dictum of Frederick Douglass that "the Republican party is the ship and all else is the sea."

THE history of radical agitation in this milieu is no secret. In 1924 a Negro, subsequently last heard from in Moscow, attempted to organize in Chicago what he called a Negro Labor Congress. From that time until 1931 communism made little headway among Negroes, except to recruit some young sophisticates, including a few who found themselves with college diplomas and no prospect of employment except as porters until they were attracted by the chance of an education in Russia and recognition by a regime which professed to disregard color lines.

These commanded scant influence among their own people. When a society of college people brought radical speakers to its platform the program was discouraged. As one Negro leader says, "Communists were hardly heard of among us until their announced espousal of the cause of the Negro defendants in the Scottsboro case."

That espousal was an entering wedge. The next step was to link the compassion and sense of injustice aroused by this means with the unemployed Negroes' deepening despair. Some Negroes joined the Unemployed Council's spectacular pilgrimage to the state legislature to demand relief and unemployment insurance. Even that created little stir in the Negro community at large, though the failure of the legislature to offer any sort of constructive program may have deepened some Negroes' disillusionment with the powers that be, and heightened the prestige of the communists, who offered them an outlet of articulate protest. Discontent is inflamed less by agitation than by indifference. For the sparks of agitation were the same sparks which kindled nothing of consequence in former years. What was the

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tinder which they found ready to be ignited in 1931?

For one thing, in Chicago as elsewhere, inadequate development of community programs of recreation have left the unemployed man to turn to the communists' meeting in the park as the only show.

Perhaps a more basic factor is the question of shelter and housing. The districts in which most Negroes of Chicago must live lack dwellings suitable for his purposes, and there is inevitable congestion. Rents are often high. The excellent Rosenwald apartments are popular and successful but do not come within the reach of the small wage-earner. Among the hundreds sleeping in the parks are some without homes and some who find the open air more comfortable in hot weather than the homes they have. There must be many of the former, judging from the numbers housed in free lodging-houses during the winter. For a bad housing situation has been made much worse by the cessation of wages. There have been many evictions.

Not only the renter but also the small landlord has suffered. I know of several—a small real-estate man, a congregation worshipping in a store, a home-buyer with tenants who have not paid their rent for a year. Surveys have shown that a surprising percentage of Negroes are attempting to pay for homes. Many adopt the expedient of renting part of the premises to others. Many have lost their homes because the rent stopped.

The slump in home values, with other effects of the depression, was disastrous to neighborhood banks. Two in the district have kept open. Seven (one of them formed by the merger of two) have closed. Two moved out of the district. The first three to close had among their 72,560 depositors 65,310 Negroes, who had on deposit in these banks alone $5,756,000, exclusive of stock and securities of doubtful value.

The root of it all is of course unemployment, a problem to all groups, but in this case complicated by the handicap of race. Figures of the Urban League show that Negroes, forming 5 per cent of the population of Chicago, form 16 per cent of the unemployed. Other cities show a similar disparity of percentages, some less, some greater. The Negro has been idle longer than other workers because he is the last hired and the first fired. He has even been displaced as a porter in a number of establishments where he was employed for years.

Most aspects of the situation are not local, but general. What happened in Chicago may happen in another city shortly unless averted by steps taken in time.

A little late, Chicago is moving to lock the stable-door before more horses are stolen. There is no dearth of suggested programs, and some prospect of concerted action. The white real-estate operators, after a discussion of their troubles, undertook to confer with social agencies and to see what could be done about setting public works in motion. Negro conservative leaders have given a hearing to the Unemployed Council. Official and unofficial committees, white and black citizens, public and private agencies, all of them are at work.

There is some assurance that food and shelter will be looked to, and these are needful. But when white leaders talk only in terms of bread-lines and feeding-stations, the Negro reminds them: "You tried that last winter, brother; what we want out here is jobs."

Songs, Sandpiles and Serious Things

By ERNA D. BUNKE

"JOY," "London Bridge," "Having lots of fun," "Games," were shouted in answer to the question, "What do we mean by play?" Patricia, one of those yellow-haired orphans of whom visitors inevitably exclaim, "Isn't she darling?" said—"Play means laughing while you run," and that is rather a nice definition.

Adults give answers just as varied. Recreation to some means a hard-fought battle on the baseball diamond, hiking along a winding road, or playing eighteen holes of golf before breakfast. To others it means reading in front of an open fire, hearing Aida or having a leisurely dinner followed by three cups of coffee and a good cigar.

And we have moods. "Certainly, I don't want to play contract bridge tonight. I want to finish that detective story."

In talking with some superintendents of child-caring institutions about their recreation problems, one said, "Well, we have a swing, a see-saw, a merry-go-round." Another said, "We have roller-skating, tap-dancing, an orchestra, singing, story-telling—" One thought entirely in terms of equipment; the other in terms of program.

Whatever the definition of recreation may be, its rightful place in life cannot be disputed, and it deserves the thoughtful consideration of every person working with children. Scientific findings in the fields of physiology, psychology, education have turned attention, as never before, to the principle of play, both as a motivating power and as an important part in any child-welfare program. And yet many institutions in the country consider the feeding, clothing, educating of children their chief duty, while play is something to be tolerated, but certainly not encouraged!

Wherever there are housed together under one roof, a number of children of various ages, natures, backgrounds, be that number fifteen or fifty, there will be recreation problems. The National Recreation Association is trying to help institutions solve some of these problems. Nearly two years ago, the Association started a free service, the promotion of play in institutions for dependent, delinquent, blind, deaf, and crippled children. This work was begun because of a demand for help from many people working in institutions. "What can we do with our boys after school?" "What simple plays could girls of fourteen years produce?" "Where can we get some new handicraft ideas?"

Usually the Association goes into an institution upon invitation only. A study is made of facilities, indoors and outdoors; playthings, leadership, program, community contacts and then a prescription is written.

In larger cities, this service to individual institutions is often followed by a short training course for institutional workers: superintendents, cottage mothers, matrons, nurses, teachers, nursemaids and so on. It is not expected that these workers will go back to their institutions and put on a complete recreation program, but having a picture of the

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whole plan is a great help. A recreationally-minded house mother will not punish the boys for using and breaking the water pipes in the basement. She will, somehow or other, provide a horizontal bar.

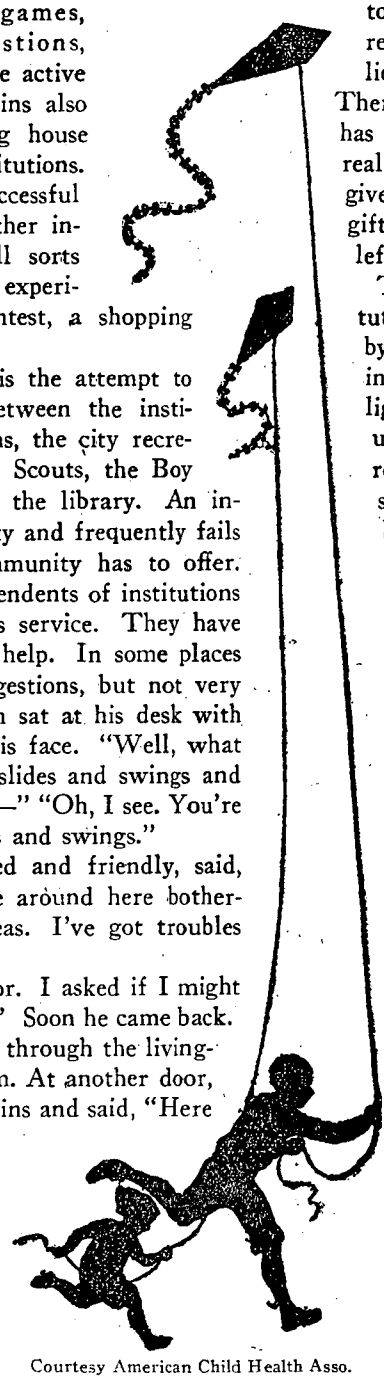
The Association issues a set of bulletins periodically on play in institutions. When the busy house mother has reached the end of her patience and says, "What *shall* I do with them?" along comes the Blue Bulletin with ideas for quiet games, handicraft suggestions, rough games for the active boys. These bulletins also serve as a clearing house for ideas among institutions. Some one spends hours in planning a successful party. Through the bulletin service, other institutions may use the same idea. All sorts of things are being sent in—interesting experiments with group music, an essay contest, a shopping experience.

Another real service to institutions, is the attempt to establish more definite relationships between the institutions and the community organizations, the city recreation department, the church, the Girl Scouts, the Boy Scouts, the Y.M.C.A., the Y.W.C.A., the library. An institution is a definite part of a community and frequently fails to take advantage of all that the community has to offer.

In the majority of cases, the superintendents of institutions have extended a warm welcome to this service. They have problems to face and are glad to have help. In some places the Association has been asked for suggestions, but not very cordially. And sometimes—here, a man sat at his desk with an expression of amused tolerance on his face. "Well, what are you going to do? Tell us we need slides and swings and then get them for us?" "No, not exactly—" "Oh, I see. You're just going to tell us that we need slides and swings."

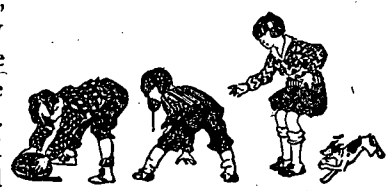
A woman superintendent, red-cheeked and friendly, said, "My goodness, Dearie, don't you come around here bothering me with any more new-fangled ideas. I've got troubles enough now."

And here a small boy came to the door. I asked if I might see the superintendent. "You wait here." Soon he came back. "You follow me." I did, down the hall, through the living-room, and through the boys' dining-room. At another door, he dramatically brushed aside some curtains and said, "Here she is." The superintendent and some of the staff were eating lunch, and after a moment of dazed silence, they burst out laughing. It was April Fool's day and they had all been fooled so often that when the little boy said, "There's a lady to see you," they simply said "Bring her in," and he did.



Courtesy American Child Health Asso.

Budget is always a consideration in an institution and many people give lack of money as their reason for having an inadequate play program. Perhaps it is impossible to employ a full-time recreation director, to build a new gymnasium or a swimming pool, but very often it is a question of values. There is money to buy fresh linoleum for the halls, money for the new barn, money to build a hospital. Very often other things are a far greater hindrance —a negative attitude towards play; too much forced play; failure to provide time for play; a board of directors who still say, "We must keep the lawn looking beautiful for people passing by." Background, tradition, religion all play a part in influencing the type of recreation we have in institutions today. There are people who feel that it is just a bit wicked



to enjoy life too thoroughly; people who think of recreation in terms of calisthenics, people who believe play is an instinct which takes care of itself. There are even some of us, who in spite of all that has been said and done, are not very sensitive to the real needs and desires of dependent children. We give them food, shelter, clothing, a few Christmas gifts, a movie or two, a picnic once a year, ice cream left over from a church social and let it go at that.

There are many recreation problems in an institution. Some of these must be primarily worked out by the superintendent and the staff. One is finding time for play when school, house duties, religious services, haircuts and piano practice take up so much of the day. Another is, who shall be responsible for directing the children's play? The staff works hard and long. A tragic picture could be painted, portraying the lives of the men and women workers. The busy house mother with forty-nine toothbrushes hanging on the wall, has to get up at 5:30 every morning to put these into action. If she has a few free minutes during the day, she has little enthusiasm left for starting games or coaching a play. The nursemaid is often employed because she would come for a low salary.

In one small playroom there were about forty children. The nursemaid had stepped out of the room for a moment and the children were laughing, crying, running, shouting—a bedlam of sound. There was not a thing in that room to play with except a slide. When the nursemaid came back she clapped her hands and said sternly, "Children!" then turned apologetically to the visitors and said, "They were quiet just a minute ago." When she was asked why they had no toys to play with she said, "Oh, they break them up."

Other problems are those of a technical nature which should be discussed with a recreation expert: how to surface a tennis court; the rules for entering the national marbles tournament; planning the equipment and layout of a playground, knowing the mental and physical values of certain games. All these and many more arise in the mind of the superintendent who is conscientiously striving to give the children under his care an adequate and satisfactory play life.

The answer to all these problems is

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not necessarily employing a full-time recreation director or spending a great deal of money. A large institution does need a recreation staff, but smaller institutions can find other solutions.

One superintendent in charge of an institution for girls said, "My own daughter is thirteen. She recently became extremely restless and unhappy. I bought her a dog. The dog digs up my pansy bed and has first refusal on my bedroom slippers, but my daughter is happy. I cannot buy a dog for all the girls." Here he paused and chuckled. "Can you see it—a hundred girls and a hundred dogs running on the lawn? I love that!" Then seriously again, "I cannot do that but I must find something that will make those hundred girls as happy as my daughter."

And that leads to program. We have all played the game, "I packed my grandmother's trunk and in it I put some ———." How very nice it would be if every superintendent of a children's institution could change that game to "I planned my recreation program and in it, I put some active play, quiet play, indoor and outdoor play, some imagination, freshness, humor, some beautiful songs and some beautiful plays, hundreds of books and some quiet corners, fireside talks, rambling walks and a work bench for odd moments, the gayest of gay folk dances, kite flying for windy days and snow forts for snowy days, a riddle today, a puzzle tomorrow. Many unforgetable days of play, play, play!"

AND I left out of my program orphans' day outings, frequent entertainments by kind ladies who want to do something for somebody, locked libraries and books that have been donated by families cleaning their attics.

Municipal recreation departments and social agencies in a number of cities throughout the country are cooperating with institutions in the promotion of their play programs. In Philadelphia, the local Playgrounds' Association employed a full-time director of Play in Institutions. In Pittsburgh, the Federation of Social Agencies sponsored a training course for workers in institutions. In Albany, N. Y., Reading, Pa., Louisville, Ky., and other cities the City Recreation Departments send workers to the institutions during the summer months. In Buffalo, a second Training Course for institutions has been sponsored by the Council of Social Agencies.

And many things are being done too, toward keeping children gay. Here's a place that has a bulletin board on which appear the directions for a new game, a lovely poem, or a note to encourage reading—"On page 31 of Child Life there is a story about John and Towser. Why do you think John ran away?"

Here is a place where they have an outdoor theatre. It is just a grassy spot without curtains, droplights or any of the usual fixtures, but it is an enchanted spot to the children. When they dramatize Milne's The King's Breakfast the forlorn little king looks very forlorn indeed as he says, "Just a little bit of butter for the royal slice of bread." This is the sort of thing you'd expect of a superintendent who has canaries and wild flowers and bright cretonnes and gold fish and treasure hunts in her home for crippled children.

Here's an old store room turned into a boys' clubroom. And here is a home which provides an old fashioned dress-up chest with high heeled slippers, old evening dresses, scarfs, fans—a trunkful of dramatic possibilities!

Are all these things so much extra work? No. Do they cost extra money? No. But they do mean a sympathetic understanding of the things that are important to childhood.

To keep children alive is a very worthy objective, but we must not stop there. To keep them alive for what? Happiness? Real achievement? We want to give the children a beautiful childhood, but more than that, we choose for them the particular world which lies beyond their songs and their sandpiles, the world which opens to them when they leave the institutions. What better thing can we give them to fit them for their adult world than a real desire to get the most out of life, physically, spiritually, and emotionally?

Whether you are a busy superintendent of an institution, a charming board member, an energetic social worker or a conscientious citizen reading this in a dentist's office, you can help to provide sane, wholesome recreation for children in institutions, so run and see what you can do about it, and "do a little laughing while you run."

County Poor House

Women's Ward

WOMAN, centripetally wise
Sits by her cot with secret eyes.
The floors are scoured and clean the glass;
Now she can watch the minutes pass.
Oh that she still could gently rock
And listen to her kitchen clock,
And pause to see, by merely turning,
Her wasteful neighbor's rubbish burning.
Then rise to stack the linen press;
Lightly fold her daughter's dress;
Measure out the salad oil,
Set the water on to boil,
Then mount through cool familiar gloom
To tiptoe in her grandchild's room.
For like a silk-worm, round and round,
She is most exquisitely wound
With miles of self-made silken thread.
Now she must sit till memory palls
Staring at the white-washed walls
That rise about her narrow bed.

Men's Ward

HERE are noise and heat and smoke
And murky echoes of a joke
And oaths and cards and games of craps
And hand-clenched tales of dark mishaps
To men whose crops had suffered blight;
To men who walked the streets by night;
And bitter tales of Arctic trips
Through frozen seas on knife-prowed ships:
Of frost-bite, scurvy and despair
And strangling in the hold for air.
Of rows in tropic bawdy houses
And women won in mad carouses;
Of packing-plants and slaughtered cattle,
Of lockout, strike and bloody battle.
Centrifugal the sparks that fly!
Oh men must toil and fight—and lie,
And sail all seas and brave all weathers;
Wear lion-skins and eagle feathers;
Light lamps for dim inglorious days,
Quote eagerly sparse words of praise;
And smoking pipes, cool credence lend
Each to each . . . until the end.

HELEN SALZ

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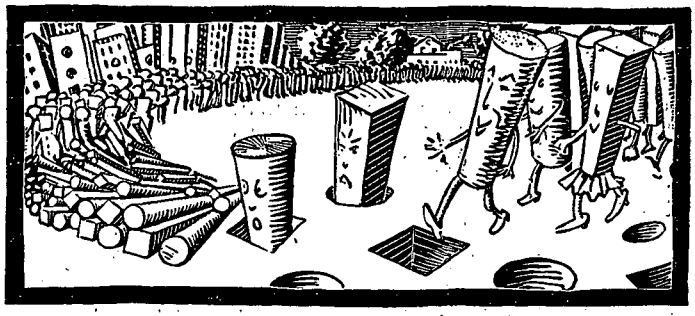

SOCIAL PRACTICE

Salvaging Insurance

LIFE insurance is so general among families of slight economic margin that case workers, called in when that margin disappears, must become experts of sorts in making small policies serve as assets. Some three years ago the Metropolitan Life Insurance Company, with the cooperation of a group of social workers and of 130 public and private family welfare agencies, undertook a factual study of the expenditures of dependent families for life insurance. The findings were of so much interest that in 1929 the Family Division of the National Conference of Social Work appointed a committee to aid the Metropolitan in translating the results of its study into usefulness to social workers. Later the plan for a handbook on the methods of the Metropolitan was extended to include the methods of the John Hancock Mutual Life Insurance Company and the Prudential Insurance Company.

Life Insurance: A Handbook for Social Workers, now ready for distribution, is an explanation of the problems of insurance as they present themselves to social workers, particularly in the matter of adjustments in the insurance of families, ordinarily independent, when they come under the care of a social agency. Procedures are outlined by which reasonable protection may be salvaged from a confused and sometimes overloaded insurance program. The pamphlet may be secured, without charge, from the Metropolitan in New York, the Prudential in Newark, N. J., or the John Hancock in Boston.

Another outgrowth of cooperation between committees of the three insurance companies and of the National Conference is the new Insurance Advisory Bureau at 450 Seventh Avenue, New York. At present this bureau is adjusting cases brought to it by social agencies in New York and its environs, but its service will gradually be extended over the whole country.

R.A.—a Prescription

THAT unhonored and unsung band, the attendants at state hospitals, have found a champion in Dr. Roy Ricketts of the Elgin Illinois State Hospital. At a recent meeting of the Association of Illinois State Welfare Institutions Dr. Ricketts defended the devoted and often heroic service of the great majority of Illinois' twenty-six hundred hospital attendants, a service for which "they have no preparatory requirements, no vocational standards, no professional dignity and no *esprit de corps*," and demanded a new deal for them.

This new deal would, by means of entrance requirements, specific training and ethical codes, raise the occupation to the status of a skilled vocation dignified by the degree of R.A.—Registered Attendant. Practical requirements for a capable attendant are, Dr. Ricketts believes, a minimum age of twenty, average intelligence with seventh grade schooling, a sound healthy body and good moral character. For this raw material he would organize a training course of two years, the first three months of which would be a period of probation. The course would include instruction in first aid, practical sanitation, simple physiology, the rudiments of nursing and training in observation of the symptoms of the more common types of psychosis. In addition the attendant "should be taught both the ethics and the technique of the prize ring and the wrestling mat, should know the grips and holds which render a combatant helpless without inflicting injury."

Dr. Ricketts believes that organized training for attendants will eliminate the incapacity which now plagues state hospitals and will cut down the irritating and expensive turnover among this class of employes. He foresees paths of promotion open to the registered attendants and visions for them a proper calling adequately compensated. For the institutions he sees relief from one of their most constant and vexing anxieties. And this, he says, is not an Utopian dream, but a possibility within the grasp of any institution with the courage of its convictions.

The Ten Year Test

AS a part of its self appraisal in its tenth anniversary year the Jewish Committee for Personal Service in the State Institutions of California has restudied the principles laid down by its founders and has concluded that they still constitute a sound platform. Methods and approaches only have changed. During the past year the committee has reorganized its field work and intensified its case work. One department, headed by Elsie E. Shirpser, now concentrates on institutions for the mentally sick and deficient, and another, headed by Samuel G. Holcenberg the executive director, on prisons and reformatories. One of Miss Shirpser's major activities is the taking of complete psychiatric social histories of selected cases in state hospitals. This is by way of a demonstration to hospital authorities of the usefulness of exhaustive records in the diagnosis and treatment of the patient and in developing resources for his rehabilitation when he is ready for parole or discharge. It is hoped that the hospitals will ultimately adopt the procedure as a routine for all cases.

Relevant Reading

PENNSYLVANIA'S TEN YEAR PROGRAM FOR CHILDREN: 1930-1940. *Published by the Child Welfare Division, Public Charities Association of Pennsylvania, 311 South Juniper Street, Philadelphia. Price, 35 cents.*

The story of how the child welfare forces of a state set its goals in eleven divisions of childrens' work, with a supplementary chart giving the complete program with its 116 recommendations.

THE MAGISTRATES COURTS OF PHILADELPHIA, *by Spencer Ervin. Published by the Thomas Skelton Harrison Foundation, 311 South Juniper Street, Philadelphia. Free.*

An exhaustive analysis of the background and function of magistrates' courts with proposals for their improvement. Begun in 1924 this study was rewritten after a change in state laws in 1927 and was revised in the light of experience under the new laws.

OLD AGE SECURITY PROGRESS, 1931. *Published by the American Association for Old Age Security, 22 East 17th Street, New York. Free.*

A full report, papers and discussion, of the proceedings of the fourth national conference on old age security held in New York in April, 1931.

THE SOCIAL SURVEY, *by Shelby M. Harrison. Published by the Russell Sage Foundation, 130 East 22nd Street, New York. Price, 25 cents.*

A definition of the survey and a discussion and interpretation of its uses. In the main a reprint of the introduction to the recently published book, A Bibliography of Social Surveys.

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Under the leadership of Rabbi Rudolph I. Coffee, its president, the committee is expanding its preventive mental hygiene work and its preventive and after-care work with prisoners, especially those in the San Francisco jails.

A Chest Within a Chest

RHODE ISLAND is such a compact little state that for years no one thought very much of the fact that practically all its social work leaned heavily on the support of its biggest city, Providence. Then along came community chests, in Pawtucket and Cranston, and finally in Providence, and the statewide agencies found hard going. The chests in the three cities cheerfully took on the load for the work within their respective areas, but because many communities served by the agencies had never supported them noticeably the agencies found themselves with big gaps in their budgets.

Out of their troubles has emerged a new form of federation, the Rhode Island Children's Fund which is a chest agency in Providence, Cranston and Pawtucket, and a chest all to itself in the rest of the state. Five agencies make up the organization, the Society for the Prevention of Cruelty to Children, the Camp Fire Girls, the Children's Friend Society, the Society for Mental Hygiene and the Sophia Little Home. Seventy per cent of the support of these organizations comes from the three chest cities. The Fund proposes to draw the remaining 30 per cent from the twenty-nine outlying communities which its member agencies serve.

The Fund, now in its second year, has been well received by the people of the state and has given the agencies a financial confidence which was for a time sadly lacking. A field worker, recently acquired, devotes herself to organizing the communities to support the Fund and to educating them to the usefulness of the agencies in their local problems.

"Let's Have a Club"

THE real club life of New York, quantitatively speaking, is not found in the decorous reaches of upper Fifth Avenue, but in the neighborhoods of the settlements. The researching eye of the Welfare Council has discovered no less than seventeen hundred clubs in forty-eight settlements with close to thirty thousand boy and girl members. Italian, Jewish and Irish youngsters are most addicted to club life, but almost every nationality on earth is represented in the roster.

The children begin their favorite sport of joining as early as eight years of age and keep it up until their late teens. It is not easy to get into a club, nor to stay in. A candidate may sometimes be defeated by a single blackball. Failure to pay dues, a few cents a week, brings prompt expulsion, and infringement of rules, a long cryptic list, may bring a like penalty, "and no money back." The life of a club is brief, a year or two usually, but a new one is always ready to organize when an old one dies.

The Council found girls, especially in their early teens, the most inveterate joiners with much more interest than boys in activities involving instruction. Sixty per cent of the girls' programs had some element of instruction, and only 15 per cent of the boys'. Health of one kind or another figured in more than half of the girls' programs and in less than a third of the boys'. The boys were interested in athletics and not very much else. On the whole social and athletic activities were the most popular in all groups and religious and instructive activities the least popular. The lack of adequately trained leaders, for the clubs is, the study shows, a weakness in most settlement organization.

The study has revealed trends and emphases in settlement programs of which executives are only vaguely aware. It has already brought about a number of changes and promises to influence definitely the course of future activities.

HEALTH

No Soap, No Soup

FROM Beaumont, Texas, relayed by the Children's Bureau, comes the story of a device for ensuring clean hands that the pupils in a junior highschool have worked out and administered themselves. The Bureau comments that perhaps part of the charm is due to the fact that it is a product of self-government! Monitors preside at the wash basins before the lunch hour to see that the soap is used. Other monitors hand out paper towels to those who have conscientiously washed themselves. And still others hand out tickets—the color is changed daily—to those who have both washed and wiped. Admission to the lunch room is by presentation of the ticket.

New Jersey's Children's Charter

NEW JERSEY, prompt to follow up recommendations of the White House Conference for developing its own child health program, called a conference of eighteen hundred delegates in the late spring and has evolved a children's charter. Twelve planks call attention to the need for better educational facilities in colleges and secondary schools to make available existing medical knowledge; adequate facilities for the care of communicable diseases in general hospitals or special institutions; more sanitorium beds for the tuberculous; intensive campaigns for immunization against diphtheria; better supervision of milk production and better public-health laboratory facilities; better public-health service with full-time personnel on a district basis in small municipalities and rural sections with classes for parents in key centers under the New Jersey State Department of Public Instruction; special education for exceptional children; adequate enforcement of existing child-labor laws; extension of mental-hygiene clinics and the development of psychopathic wards and clinics wherever possible in general hospitals; a minimum standard for number and qualifications of attendance officers in school districts; and adequate health service through clinics and hospitals for country as well as city children. To carry forward these objectives a Committee on Child Health and Protection has been constituted as a committee of the New Jersey Conference of Social Work.

Constructive Convalescence

HOW convalescence from serious illness may be made longer, cheaper, safer and educational as well is told in a paragraph tucked away in the current annual report of The Winifred Masterson Burke Relief Foundation, for fifteen years an outstanding organization for research and care in convalescence. "The majority of our employes and staff also," the report declares, "entered as patients and were graduated through wage-occupational therapy to the regular positions; to leave in succession for better adjustments elsewhere. This is taken as an important part of the restorative program, for they are still under medical care and having long-term convalescence and prevention. Under this method a true measure of the

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capacity of the institution is obtained by adding at least fifty beds to the scheduled 310. Earning and recuperating at the same time typifies the highest grade of human repair."

Only One Out of Four

NOT a formula of one's chances of getting some mysterious disease but the chance that a first-grader runs of starting school free from the physical defects about which his parents have been told. In the summer round-ups of 1930 directed by the National Congress of Parents and Teachers some fifty-five thousand children who were to enter school in the fall were found to possess an aggregate of more than 105,732 physical defects. These the parents were urged to remedy so that the youngsters could start even with the world. Later examination showed that a child with defects of eyes or tonsils had had three chances in ten of having them taken care of while other categories showed even less attention so that the total number of corrections were approximately one out of four of those which had been discovered and pointed out.

News for Nurses

ILLINOIS has a new law authorizing school, county and village boards, county commissioners and city councils to appropriate money to employ public health nurses. Public health nurses employed for a year prior to July 1, 1931, and those on eligible lists at that time may qualify under the law without examination; others must be registered in Illinois and must pass an examination prescribed by the State Department of Registration and Education.

With this autumn the Midwest Division of the American Nurses' Association which includes Illinois, Indiana, Iowa, Michigan and Wisconsin, inaugurates a not-for-profit placement service to find positions for nurses and allied workers and furnish vocational guidance. The service has headquarters at the Illinois State Nurses' Association, 1520 Willoughby Tower Building, 8 South Michigan Boulevard, Chicago. Temporary arrangements have been made with the Central Council for Nursing Education for the part-time service of its executive secretary, Evelyn Wood, to direct the work of the bureau.

New and Useful

BEHAVIOR PROBLEMS OF SCHOOL CHILDREN. *The National Committee for Mental Hygiene, 450 Seventh Ave., New York City. Price 15 cents a copy, $7.50 per 100.*

Two new and engaging pamphlets of suggestions for teachers and even parents and others on ways to get along helpfully with children who disbehave, are tardy or truant or timid, "bad" or slow. The first was prepared by the Department of Child Guidance of the Newark, N. J., Board of Education, the second by a group of psychiatric social workers and visiting teachers in Syracuse, N. Y.

The National Committee has recently published also an up-to-date list of pamphlets, books and posters in mental hygiene and allied fields.

THE CHILD FROM ONE TO SIX. *Publication No. 30, Children's Bureau, U. S. Department of Labor. Price 10 cents of the Superintendent of Documents, Washington, D. C.*

Really attractive illustrations, diagrams, and details of how-to-do-it make this new and completely revised guide to the care of young children as pleasant and practical as it is authoritative. The revision is the work of Dr. Marjorie F. Murray, Dr. Martha M. Eliot, and the bureau's advisory committee of pediatricians representing the American Child Health Association, American Medical Association, and American Pediatric Society.

HEALTH INSURANCE. *Monograph No. 3 in a series on Social Insurance. Metropolitan Life Insurance Company, 1 Madison Avenue, New York City.*

A brief summary of provisions for insurance against sickness and invalidity in Germany, Great Britain, Denmark, Australia, Belgium, Finland and Sweden.

SANITARY DRINKING FACILITIES. *Bulletin No. 87 of the Women's Bureau, U. S. Department of Labor. Price 10 cents of the Superintendent of Documents, Washington, D. C.*

State regulations of drinking facilities, types, standards and so on.

The Doctors Look at Food

SINCE health has become a useful battle-cry of advertising, quacks who used to content themselves with telling the virtues of soothing syrups and hopeful if over-enthusiastic manufacturers have taken to broadcasting the health-giving properties of everything from pancakes to potatoes. Commenting that much of modern knowledge of dietetics is still in an experimental state, Dr. Morris L. Fishbein outlined before the recent meeting of the American Medical Association the work which the Association's Committee on Foods is undertaking to protect the eating public's dollars and sense of proportion. Manufacturers have been invited to submit samples of their products and their advertising to the Committee which will grant the approval and seal of the American Medical Association if the article conforms with the standards of the Food and Drug Act and otherwise lives up to what is claimed for it. The Committee feels, for example, that no special health claims can be made for the eating of chocolate by children, and that gelatine added to milk does not, despite the story on some wrappers, add to its digestibility. Canned tomato juice may or may not contain vitamin C, according to the method of its manufacture. The Committee will give its approval only to the brands which contain what they claim to have and claim what science supports. More than 450 products have been submitted and 111 passed, with authorization to use the Committee's sanction in advertising, while others are pending investigation. A book of findings, Accepted Foods, will be issued regularly.

To Curb Cancer

NEW HAMPSHIRE has joined the vanguard of states that are putting into force organized programs for the control of cancer. An act recently signed by the governor appropriates forty thousand dollars for use in the next two years to establish, organize and maintain cancer clinics throughout the state, and creates a cancer commission composed of the governor and four others, one of whom must be a member of the state board of health and another a member of the state medical society. Massachusetts started an extensive official cancer program in 1926, including the maintenance of state hospital facilities for cancer patients and diagnostic clinics throughout the state. In California the state medical society has created a non-official cancer commission to represent the organized medical profession in all phases of the organized fight against cancer. Its first objective is to bring to the attention of physicians modern methods of diagnosis and treatment; later work will include public education in early symptoms of cancer and the encouragement of the establishment of special hospitals and clinics.

The New York City Cancer Committee, 34 East 75th St., New York, has a new pamphlet, How the Nurse Can Help with the Cancer Problem, which will be sent on request to nurses or other interested persons.

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EDUCATION

Schools of Social Work

NEW currents in education and in social work are apt to meet and mingle in the training schools for social workers. What is going forward in these schools is therefore of interest to professional social workers and to educators as well. Here the "project method" takes fresh and arresting forms. Here research techniques, laboratory methods, "discussion groups," the lecture are adapted to specific problems in technical discipline and philosophic growth. In the schools, too, are reflected the broader horizons of present-day social service—social work in rural districts, medical social work, the adaptation of theory and procedure to an unemployment emergency, extension training for workers on the job, the correlation of research and field work and so on. In this September education department we give glimpses of some of these developments in fifteen schools of social work. These thumbnail reports are based on the replies made by busy directors to our query, "What is the new project or course or technique that represents the forward step of your school for 1931-32?"

Research

SEVERAL schools of social work are attempting to correlate their theses requirements into a definite research program. At Smith, where theses have been required for the degree of Master of Social Science since 1920, experiments of this kind have gone forward for about two years. It has meant discovering the interests and resources of the agencies, and testing out numerous topics, many of which did not show fruitful results, and progress has necessarily been slow. Among the topics on which work has been done, and which appear to have yielded valuable results are: factors making for success or failure in the treatment of child-guidance patients; the childhood personalities of individuals who later became psychotic; the relation of social psychiatric treatment to change in intelligence quotients; inter-agency relationships; social work with post-encephalitic patients. In December the school hopes to publish a series of papers on the etiology of maternal overprotection based on theses worked out under the supervision of Dr. David Levy of the Institute for Child Guidance, New York. Practically all the students now registered for the coming year in the Carola Woerishoffer Graduate Department of Social Economy and Social Research at Bryn Mawr are candidates for the degree of doctor of philosophy. Two lines of research will be undertaken. One will survey a steel town in the neighborhood, covering employment and unemployment in the industry, consumption, and possibly leisure-time interests in that community with special reference to problems arising from the Volstead Act. Another study will be carried on in cooperation with Joanna Colcord of the Charity Organization Department of the Russell Sage Foundation on the subject of unemployment relief. Two dissertations will be published this year, one on juvenile probation and one on the age factor in the career of business and professional women.

A New Framework

UNREST among the universities is stimulating many experiments with curricular modification and changed teaching methods. The University of Cincinnati, under the presidency of Herman Scheider who, as dean of the college of engineering first tried out the scheme of an integrated work-study program now known as the "Antioch plan" is looking ahead to a reallignment of other colleges and departments. These plans include the setting up of a School of Human Relations, as one of the major divisions of the university, of which the education for social work will be a part. The date for launching this new project is uncertain, owing to the current business depression, but it is hoped that it may prove feasible within another year. The course in social work, when it is reorganized within the new division, will require two years of postgraduate study, instead of one, as at present.

That Second Year

TWO years, rather than one of training for professional social work, with increasing emphasis on postgraduate standing for the schools is emphasized in most current discussion of social-work education. Thus at the School of Social Welfare, University of Southern California, courses are so arranged that college graduates may work simultaneously toward an advanced certificate in social work and a master of arts degree. A student who has had a sociology major as an undergraduate can, under ordinary circumstances, gain both objectives in a year and a half.

In the Department of Social Work, Washington University, St. Louis, "plans for the coming academic year include a greater stress upon graduate work, especially in the research and historical subjects of the curriculum. We are assuming, to an increasing degree, that the social agency will give the technical discipline."

At the Pennsylvania School of Social and Health Work, where the two-year program has been the standard for several years, "the second year of this curriculum has been made a prize to be earned and won, rather than an automatic sequel to the first year of general fundamental training. Students are admitted to this second year of work upon their individual merits on the basis of promise which they have shown for progress and achievement in the specialized field of their choice. Satisfactory completion of the first year will be recognized, upon request of the student, by the award of the so-called Preliminary Certificate, which expresses the judgment of the staff that the student at that point of his development can look forward with confidence to successful practice in fields of service not calling for intensive specialized training."

For Workers on the Job

OPPORTUNITY for additional training for workers on the job, paralleling the extension service of universities and colleges in other fields, is being undertaken by some of the schools of social work.

At the School of Social Welfare, University of Southern California, Professor Erle F. Young will offer a graduate course in clinical sociology. To this classroom clinical course, social case workers may bring case problems for discussion of diagnostic and treatment procedure, and new case-work techniques will be analyzed. For the benefit of professional social workers, classes in sociology, juvenile delinquency, criminology and social case work are offered in the downtown center of the university in the late afternoons and evenings, with special emphasis on the needs of civil service candidates.

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The faculty of the New York School of Social Work is working on some interesting possibilities for broadening the school's extension department to include special courses or institutes for child-welfare and public-welfare workers. There is also a demand from agencies in cities fairly near New York, but too remote to permit staff members to attend classes at the school, for an extension program to meet the training needs of these workers. "Both these projects," the school reports, "would mean a considerable expansion of the school's extension facilities and may not be possible as yet."

Curricular Experiments

CHANGES in the academic program are put forward by several of the schools as an important forward step for the new school year.

The Department of Sociology and Anthropology of the University of Wisconsin is to offer for the first time a course on community organization, which will be given by Aubrey Williams, of the Wisconsin Conference of Social Work.

At the School of Social Welfare, University of Southern California, Professor Bessie Averne McClenahan will have charge of field work both in group work and in social case work. "This plan," the school feels, "will make possible a correlation between community organization and personality development so greatly needed in present day social work."

The School of Sociology and Social Service of Fordham University will place increasing emphasis on the study of economic and industrial problems as an essential part of effective social work. This is a result, in part, of some months spent abroad by the dean, Father Fortier, studying social-work administration in Great Britain and on the continent. Among the new courses to be given at Fordham this year will be one in political science and one in social anthropology.

Nurses as Social Workers

A TWENTY-ONE months' cooperative course in public-health nursing is offered jointly by the School of Applied Social Sciences of Western Reserve University and the Cleveland Visiting Nurse Association, beginning this fall. It is planned for nurses who have just graduated from training schools and who wish to begin at once their preparation for public-health nursing. The course covers the regular nine-months' program of the first year, followed by appointment to a junior staff position with the Visiting Nurse Association. Students are given a time allowance for advanced study. The second-year study includes a required seminar in public-health nursing each semester and one elective course to be chosen from the regular curriculum.

The school is continuing the experiment of an elective in rural nursing for well qualified students. The elective includes three months of field instruction in rural nursing for those who wish to prepare for rural service, and also courses in rural sociology and rural government. The course is cooperatively carried on by the school and the Board of Health of Lorain County, with headquarters at Oberlin, Ohio.

The public-health nursing department of the Pennsylvania School of Social and Health Work will continue a project begun cooperatively with the American Red Cross Chapter in Hazelton, Pennsylvania, a year ago. Students who plan to engage in rural nursing are allowed to elect two-months' supervised experience with the Hazelton Red Cross in lieu of specialized forms of experience in the city area. Two students took advantage of this opportunity last year and a larger number are expected to do so this year. A similar training program in the field of tuberculosis nursing is being worked out with the Henry Phipps Institute of Philadelphia.

Supply and Demand

INCREASING enrollment, stimulated in part by the demand for trained social workers to help meet the unemployment emergency, is creating new problems for many of the schools of social work. Thus at the New York School of Social Work, where a new building provides added classroom accommodations, the school is faced with the difficulty of increasing its field-work assignments to keep pace with increased registration.

The Catholic School of Social Service reports applications from Chili, Guatemala, China, Porto Rico, the Philippine Islands and Canada, as well as an increased enrollment of students from this country.

The School of Social Work, Tulane University, reports a heavy demand for trained social workers throughout the South, and adds, "Young people are at last becoming convinced that it is worthwhile to take training for the profession of social work. This is resulting in a decided increase in applications for admission to our school."

At Western Reserve, "the number of applicants for admission to the School of Applied Social Sciences has far exceeded that of any previous year, in some cases running as high as four times the quota that can be accepted. Nearly three hundred applications have been received for admission to the course in family case work. Field work facilities and personnel permit the acceptance of not more than sixty of these."

Medical Social Work

THE first group of students in the specialized training course for medical social work at the Pennsylvania School of Social and Health Work will commence their second year this fall. The program got underway in the middle of last year, under the leadership of Edith Kruckenberg, formerly of the social service department of the Presbyterian Hospital, New York City. In its essentials, the program conforms to the regular curriculum, in that the second year includes a preponderance of field experience. The students will devote from four to six hours to seminars at the school, one of which will consider the special problems of medical social work.

A field demonstration in medical social work is offered this year as an elective for students in family case work at the School of Applied Social Sciences, Western Reserve University. For a two-weeks' period the students are to be assigned to individual workers in the Social Service Department of the Medical Center of the University. They will observe the worker's routine, and as far as possible will be given opportunities to participate in it. Students will follow through on certain patients examined in the out-patient department to learn what happens to them in the clinic, to see the tie between the out-patient department and the hospital proper, to comprehend the hospital and clinic organization and to understand the interpretation of the medical situation in its social implications. Class sessions are expected to pool the experience of the students and afford opportunity for discussion and generalization. The course in medical social work at Western Reserve which has hitherto required one academic year plus eight weeks, has now been expanded to cover twenty-one months.

Earning While You Learn

SCHOLARSHIP aid for students in the School of Social Work is announced by the College of William and Mary, under a plan of cooperation between the school, the Baltimore Family Welfare Association and the Richmond Family Service Society. Under this plan, the course is lengthened to two years, the first of which is spent at the school. During the second year, the student will be on the staff of one of the agencies with a limited case load and also a part-time study program.

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Under this arrangement students are given scholarship aid for the entire course, ranging from $45 a month during the first seven months to $90 a month for the last six months.

The department of sociology at the University of Michigan announces six graduate fellowships of $500 each and about twenty undergraduate scholarships of $100 each, available to students "interested in social work and related fields." The undergraduate scholarships are to be used for paying the traveling expenses of students doing field work in Detroit and other communities near the university.

Case Work Laboratories

ADDITIONAL facilities for training in actual social-work procedures are announced by the Training School for Jewish Social Work, New York. The school has organized a training district in conjunction with the United Jewish Aid Societies of Brooklyn for field work in family case work. The district is under the joint supervision of the school and the agency. The director is a full-time faculty member of the school. The new district is in addition to that of the Jewish Social Service Association of Manhattan, the facilities of which the association has made available to the school.

The School of Social Work of Tulane University plans to organize a training district in cooperation with the Family Service Society, from which the field work of all first-year students is to be directed. The supervision of their field work will continue under the charge of a member of the faculty, and assistants in field work will be appointed to the faculty from the staff of the Family Service Society.

Selecting Students

VARYING objectives as well as varying procedures govern the selection of students by the schools. At the University of Wisconsin, a new plan is to be tried out this year in the hope of cutting down academic mortality. Heretofore, students have been accepted or rejected on the basis of one personal interview, plus interviews with their previous instructors. This year, the faculty member in charge of admissions to the course is asking the advisors and instructors of each applicant to fill out blanks on which the prospective social worker is rated on character traits, work habits and so on, as well as on academic standing. These records are supplemented by personal interviews with the applicants.

Washington University's department of social work has heretofore required students coming into the department in their junior college year to present certain credits in social and biological subjects. Beginning with 1933-34, the department will require that the student will have reached a grade represented by the upper half of his classes to be considered for admission.

This is obviously to secure a better type of student, although we recognize that a good student is not necessarily a good social worker; the danger however of permitting the poor student to enter social work on the chance that occasionally one of them might be a good social worker has seemed to us the greater of two evils. In other words the agencies are forcing upon us not only the task of training but of selecting the candidates for the field.

After You Go to Work

BASED on replies to a questionnaire sent to 368 graduates from its two-year course, the New York School of Social Work in its annual alumni bulletin gives data on the occupation, salaries, job tenure, relation of training to life work which are of interest and importance to the whole field of social work education.

The inquiry arose out of the inability of the school to make a definite answer to various questions raised by prospective students, and by field workers considering supplementary training: "What do school graduates earn on their first jobs?" "Into what fields do they go?" "How long do they stay in their first jobs?" "What about promotions?" "Is there a place for men in social work?" And so on.

The first "table" in the bulletin, an outline map of the world, shows graduates of the school in fifteen countries in addition to the United States and its territories. Of the 33 persons outside the states, 23 have returned to the countries from which they came to the school, and in every instance are employed in social work. "A separate bulletin could be written about their responsible and colorful pursuits" (see The Survey, June 1, 1930, page 224). The graduates living in this country are scattered over 29 states, with 43 per cent in New York.

This inquiry makes it clear that involuntary unemployment is not one of the problems of the graduate group. Of the 16 individuals who reported themselves unemployed, two have retired, seven are "not interested in hearing of openings at present," one is an invalid, leaving a total of 6 out of 368 who want positions and cannot find them.

There appears to be slight connection between major emphasis during training and present occupation. Of 51 who majored in family case work, for example, 28 are now working in other case work branches and 9 are in other social work fields. At the same time, other graduates are now family case workers whose training emphasis lay elsewhere. "The school believes in this interplay of personnel in a profession in the making and will continue to emphasize basic courses."

Twenty per cent of the group reporting have stayed in one position. Fifty per cent have shifted only once. Ten per cent have held as many as five positions.

What do these figures mean? . . . Are these individuals more or less stable, industrially speaking, than other social workers or other professional groups? . . . The school hopes that the problem of turnover may be explored by the profession as a whole.

Perhaps the most arresting material in this unusually interesting report is the data on social workers' salaries.

In the absence of comparable figures from other groups the school is not disposed to generalize, although it records in passing a sense of cheer. Current chatter about salaries in social work is so often pitched in a minor key. There are some obvious findings. Men earn more than women. Women are more numerous than men. No statistical research is needed to point out those familiar phenomena in social work. Less obvious is the good showing made by both median salary and scatter for positions publicly financed.

Beginning salaries for the total group of 224 reporting have progressed steadily during the period covered. Prior to 1914, the median figures are: $1083 for a group of 11 students. From 1915-19: the median for the whole group of 37 was $1454. From 1920 to 1924: total group, $1821; men, $3250; women, $1772. Since 1925: total group, $1950; men, $3000; women, $1913. Present median salaries (January 1, 1931) are as follows: median, $2814. Paid by private funds: $2786; men, $4666; women, $2648. Public funds: total, $2861; men, $5125; women, $2722. Classified in another way, these last figures give this picture of present salaries:

Earning under $2000	14.5 per cent
Earning $2000 and under $3000	44
Earning $3000 and under $4000	24.5
Earning $4000 and under $5000	7
Earning over $5000	10

The report points out:

The schedules contain material which has not been tabulated for this issue. It may be necessary to issue a supplement divulging how many men and women are married; how many of the married women are employed in social work; whether men or women shift jobs more frequently; through what sequence of work experiences these graduates have passed; whether executive responsibility inevitably accompanies salary increase.

All those interested in social-work education, and in current trends in the broad field of social work will hope that this supplementary bulletin will be issued and that parallel studies will be undertaken in the non-graduate group.

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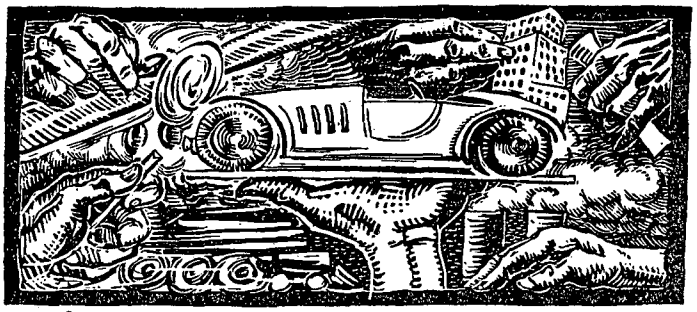

INDUSTRY

A Child Labor Program

STEADY work at a living wage for the head of the family as the only solution for the child-labor problem is put forward by the child-labor section of the White House Conference Committee on Vocational Guidance and Child Labor, the recommendations of which have just been issued by the U. S. Children's Bureau in a reprint from the June number of the Monthly Labor Review. The section was headed by Ellen Nathalie Matthews, director of the industrial division of the Children's Bureau. The committee members joined in declaring that child labor is plainly in large measure the result of poverty. They urged that attention be given unemployment, farm economics and a living wage, "since an income earned by the chief wage earner of the family sufficient to maintain a decent standard of living is basic to a normal solution of the problem of child labor as of other problems of child welfare." The minimum standard for the employment of minors, as set up by the committee provides: that no child under sixteen should be permitted to leave school for work; that boys and girls of sixteen and seventeen be not allowed to enter occupations known to be physically or morally hazardous; that their work day be limited to eight hours and their work week to forty-four hours; that they be barred from night work. The committee points to the grave injustice done children under state regulation of child labor by the low standards of backward states. As remedial measures it recommends: the extension of state aid to widows and dependent children, with grants sufficient for the family to maintain an adequate standard of living; a minimum wage scale to protect children against exploitation; scholarship funds as part of the public school budget; "changes in the school curricula to prevent the discouragement and feeling of inferiority that are often responsible for children leaving school to go to work."

Depression and a Workers' School

HOW the current emergency is narrowing the opportunities of the wage-earning group for supplementary schooling and creative leisure-time activities is shown by the announcement that Vineyard Shore School for Women Workers in Industry will not reopen for the fall term next month. The school, established as a full-time workers' education project for women wage earners, completed its second year in June. Its aim has been "to give students such preparation as will enable them to return to work with increased power to meet industrial and social situations with a keener appreciation of the place of creative activity and of study in every day life." Last year's group included workers from New York City, Buffalo, Boston, Rochester, Philadelphia and Macon, Georgia, and three foreign students: a garment worker from London, a woolen weaver from Yorkshire, and a Danish garment worker. Social science, natural science and literature were the three fields from which the course of study was drawn. Each student under the Vineyard Shore plan, is responsible for a $200 fee to cover living expenses, but few have been able to meet the full amount because of unemployment or broken time. The school has therefore been supported in large part by voluntary contributions. At the meeting of the board of directors in May, Ernestine Friedman, director of the school, was appointed to try to raise a budget that will make it possible to open the school in January for a five-months' term.

Insured Electricians

FACING into the winter's uncertainties, New York Local 3 of the International Brotherhood of Electrical Workers, the largest local in the brotherhood, has announced a plan of unemployment insurance for its membership. Beginning August 3, each member earning more than $20 a week pledges himself to contribute 5 per cent of his earnings to an unemployment insurance fund. After a six-weeks accumulation period, each member of the local who is out of work will receive benefits at the rate of $20 a week for journeymen and $15 a week for helpers. Under the provisions of the plan, the rate of contribution is to be raised to 7 per cent if the reserve falls below $50,000. It will be reduced to 3 per cent if the reserve exceeds $200,000. If the fund grows to $300,000 or more, benefits for the unemployed will be increased by $5 a week to both groups of workers. A year ago the same union inaugurated a system of old-age and disability insurance.

New Haven's Unemployed

EIGHTEEN per cent of the normally employed working population of New Haven was out of work at the beginning of the summer, according to the preliminary report on a

A Five-inch Book Shelf

WOMEN'S PLACE IN INDUSTRY IN 10 SOUTHERN STATES, *by Mary Anderson. Superintendent of Documents, Washington. Price, 5 cents.*

An outline of the occupational experience of women in ten states up to 1920, which also shows something of the economic background of Southern life.

UNEMPLOYMENT PROBLEMS IN THE UNITED STATES, *by H. B. Butler. World Peace Foundation, 40 Mount Vernon St., Boston. Price, 60 cents.*

A review of industrial unemployment in the United States, in "normal" times, as well as in emergency, by the deputy-director of the International Labour Office.

FLUCTUATIONS OF EMPLOYMENT IN THE RADIO INDUSTRY. *Bulletin of the Women's Bureau No. 83. Superintendent of Documents, Washington. Price, 15 cents.*

The ups and downs of employment in a widely fluctuating industry in the boom year of 1929, based on figures from twenty-six firms.

OUT OF A JOB; PROPOSALS FOR UNEMPLOYMENT INSURANCE, *by Elsie D. Harper. The Womans Press, 600 Lexington Ave., New York. Price, 50 cents.*

This analysis of experiments with unemployment insurance in this country and abroad, and of bills recently submitted to state legislatures, should be invaluable for students, members of discussion groups, and general readers eager to get a quick grasp of a complicated subject. Brief and discriminating reading lists are appended to each section.

PROCEEDINGS OF THE TWENTY-SIXTH CONFERENCE OF THE NATIONAL CHILD LABOR COMMITTEE. 311 *Fourth Avenue, New York.*

Facts and arguments on many phases of a subject made more important by the current depression, including children in industrialized agriculture, child labor aspects of the Indian question, child labor and child health, health protection for working children.

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special survey conducted by the Russell Sage Foundation. A random sample of the families in the city was taken during the period May 18 to June 17, covering 2098 households containing 3708 workers. Applied to the census figure for the normally employed in New Haven, the rate indicates a total of 12,000 people unemployed although they are able and wanting to work.

The federal unemployment census in April 1930 placed the number of unemployed in this community at 5890. Of the unemployed enumerated in the present study, one fourth were women and three fourths men, 19 per cent of the male workers and 15 per cent of the female workers being out of work. High rates of unemployment were found for skilled trades, factory workers and common labor, while clerical and professional workers had comparatively low rates. Among the men, high rates obtained for the age groups 18 to 24 and 55 to 64, while among the women the highest rate was for those between 40 and 45. Normally full-time workers who were working less than three quarters of full time were found to be almost as numerous as the wholly unemployed. A very small number of persons not usually employed outside the home were found temporarily working, and nearly all of these, as might be expected, were women. Further tables in preparation will show the proportion of families affected by unemployment and by under-employment, and in particular the proportion of families with young children who are suffering in this way. The detailed report of the findings will be submitted to the New Haven Committee on Employment and to the Governor Cross State Committee on Employment, for use in gauging needs for relief of unemployment this winter.

Causes of the Coal Strike

A STATEMENT in human terms of the causes leading up to the present industrial conflict in the West Virginia coal region is contained in the report of a recent health survey made by Dr. Ruth Fox, research worker in pediatrics at the Fifth Avenue Hospital, New York, to the Emergency Committee for Strikers' Relief, which instigated the study. Dr. Fox surveyed two coal camps, Ward, where work has been fairly steady (a little better than half-time employment) and Gallagher, where the coal-diggers have had even more serious unemployment. In Ward, the average weight of the children was 12 per cent below standard and "a diet consisting of pinto beans, potatoes and 'sow belly' (salt pork) had resulted in lowered resistance to all types of infection, colds, middle-ear infections, tonsilitis, etc." In Gallagher there was a high incidence of diphtheria and typhoid, "preventable diseases . . . which have been wiped out in working-class districts in New York City." Innoculation through the schools has been difficult because the miners' children are able to attend school, Dr. Fox reports, only up to cold weather. In winter weather they must stay at home "because they have no shoes for the long hikes to the school building." "None of the children I examined had been given milk of any sort after they were weaned, nor had they known fresh meat or vegetables except on very rare occasions."

Dr. Fox found that when the mines are working, there is possible an expenditure of 77 cents per person per week for food and clothing in Ward and 71 cents in Gallagher. The average total wage for a miner for two weeks work, after deductions for powder, tools, mine timbering, hospital and burial funds is $25, from which rent for company houses and the cost of food and supplies at the company store (the only place where the mine scrip is redeemable) must be met. Dr. Fox adds,

> The miners in both towns have never been able to afford the luxuries of ice, proper screens and other preventives against infection, and as a result the resistance to infectious disease among the children is startlingly low, so that there is a mortality of one in every five children and among those who survive preventable diseases are notably rife.

WORK SHOP

The Five-Sided Executive

By OWEN R. LOVEJOY

THE social-work executive is an earthbound vitalized pentagon. All his five sides are of equal importance. If he slips on any one of them he becomes a quadruped!

His duties bring him into relation with the trustees of his organization, the workers under his direction, the contributing public, the clients and the workers in allied fields. In addition to this, all he has to do is to read everything written on social work and sociology as a part of his professional equipment and then read everything else about contemporary civilization and the achievements of the past to maintain his position as a respectable member of society. All the rest of his time can be spent in securing recreation, rest and food. But these latter duties and privileges are aside from our present theme which is devoted to the five-fold professional status.

The executive secretary or director is at once the servant and the guide of his trustees. They are busy men and women with many affairs of importance and cannot be expected to devote the time and attention to details of administration for which an executive organization is responsible. They look to the executive to supervise these details and to keep them informed of the progress of the work and its requirements. He should always be prepared with progressive and constructive suggestions for increasing organization efficiency; correcting ancient defects; and seizing new opportunities for usefulness. But if he is wise his suggestions will be so couched as to leave ample opportunity for trustees to take the initiative. In many instances he will make surer and more rapid progress by so presenting suggestions that the actual proposals will emanate from the trustees themselves.

He should never allow himself to be regarded as a mere hired man but should within himself maintain the principle that whereas his board contributes money, social prestige and a certain amount of time to the work, he matches this by devoting all his time, energy, ability and future to the same cause. If he rightly appreciates the value of human service he will not belittle his own contribution but will regard it as of equal importance to that of any other. He will be courageous to oppose unwise policies suggested by any member however influential, presenting his reasons for so doing. If his position is valid, based on his more intimate knowledge of details, the very member whose proposal is criticized will be the first to express his approval.

I am reminded of a story of the president of a local branch of a national organization who, hearing of a distressing situation in an adjoining town, was so fired with zeal to do something about it that he was on the brink of committing his organization to action. His executive, who reached him just a jump ahead of the reporters, insisted on a delay of twenty-four hours to give certain local conditions a chance to clarify. They did clarify and the president was genuinely grateful to the executive for the firmness that had kept the organization from

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injecting itself into a situation where it did not belong.

In relation to members of his staff the wise executive will hold himself entirely responsible for all their activities. He will grant to each the maximum amount of freedom for initiative and the exercise of responsibility within his own sphere. On the other hand, his attitude in relation to shortcomings or defects will be: first, to correct them by frank and kindly conferences whenever possible and second, to maintain against any critics, official or otherwise, that their faults are his own and that any criticism of one of his official subordinates is a criticism of his own administration.

He should develop by instruction and example a sense of democratic fellowship among his workers. Mary Smith is a worker of ability who has done her job effectively for years. She doesn't require bossing or the discipline of a time-clock. Her best qualities would probably fade out under the restrictions of rigid rules. But like most of the rest of us she needs a degree of direction, guidance and supervision which if made through friendly cooperative discussion will stimulate rather than impair her efficiency. The attitude the executive maintains toward the members of his staff should be reflected among all those associated in the work. Any who cannot appreciate this attitude of even-handed justice will relieve the organization by retiring. He will play no favorites nor allow anyone on the staff to do so. Naturally he will find congenial spirits in the group and others difficult to work with, but he must resist not only the appearance but the fact of any favoritism. Associated endeavor in social welfare presents a stronger bond than personal friendship or family ties.

HIS relation to the contributing public should be that of a friendly interpreter of the work his organization represents. It is often said that "there are plenty of people with loads of money always ready to give to causes in which they believe." If this is true the executive has a real responsibility in demonstrating by his own work and its interpretation that the cause he represents is worthy any gift that may be offered. He will guard against the temptation to play favorites with people of large means and will recognize that the modern equivalent of "the widow's two mites" is as sacred a gift as the largess of the multi-millionaire. Some years ago when I was young in social work a letter from a widow in the West enclosing twenty-five cents toward a two dollar annual membership with the explanation that she could not refrain from responding to the urgent call but that because of financial reverses she was compelled to rub it out over the washtub, caused me to feel that her gift had sanctified every contribution received, that every dollar from whatever source must be regarded as a treasure sacred to the highest possible fruitfulness.

From the standpoint of executive responsibility the next relationship is no more important than those already mentioned, but it is the one relationship which gives significance to all the rest. In relation to the clients or beneficiaries of his organization the executive realizes the objective of his personal as well as his official *raison d'etre*. After all, we must never lose sight of the fact that the organization in which we work is but a mechanism for the accomplishment of certain tasks. The object in perfecting this mechanism is the accomplishment of more and better service.

The executive is constantly exposed to the danger of becoming buried in official details, absorbed in conferences and discussions with his co-workers, or fastened to his office desk. There was drama and common sense in the original order to the pioneer social workers of the Christian world to "go out into the highways." The executive needs intimate contact with the conditions and needs of the people his organization serves not only to vitalize his own spirit but also for what the statistician would call a sampling on which all sound governmental and business computations are based today.

The knowledge that in New York there are five thousand crippled children makes a far less vital appeal to me than to grip the hand of little Jimmy who comes to the platform on one leg and a crutch to show the room full of kids how he can play the harmonica. To know that 125 little convalescent girls gain an average of four and three quarter pounds weight in sixty days in our convalescent home touches me far less than to see little Carmella the second time and find that while she is still underweight she has put thirty pounds of good flesh on the little twelve-year-old skin and bones she brought to the place three months ago. Perhaps my mind is unusually concrete—solid. In any event it is these contacts with individual humans that gives significance to the word humanity.

The fifth side of the executive's professional character relates to workers in allied fields. Here comradeship, understanding, cooperation are fundamental. This must not lead to a willingness to leave the job at every call to a conference, discussion, luncheon, dinner or committee meeting. In our larger cities these excursions from one's own official duties make deep inroads on time and energy. When I see an executive carrying home a bulging briefcase at the end of a day I sometimes wonder how many hours of that day he spent with outside committees, hours which, if spent on his own job, would have accomplished work which must now be done by midnight oil. We offer the best cooperation to our associates by pushing our own task to its maximum efficiency thus relieving society by that much of burdens others would have to bear.

It is worth while to remember in this country and at this time that no single program of social work covers the field; that all the efforts of all our agencies, if intelligently and faithfully directed, are but parts of a single program; that the success of our particular cause is not the goal, but that we are engaged together in a grand conspiracy for the emancipation of the human race. Furthermore we should be sufficiently touched with the spirit of grand old Plato to realize that despite all our efforts and sacrifices we shall not be in the field to witness that emancipation, but that we are laying foundations for structures that must be completed by those who follow after.

Allow for Waste

"YOU can't get 500 letters from a package of 500 letterheads, much less from a package of 483 or 450," says a recent issue of Globecraft, published by the Globe Mail Service, Inc., New York City. "One of the great sources of waste time in a plant like ours is shortage of letterheads and envelopes. We will be told to run 500 letters, sent down a package of letterheads and a list which turns out to contain 509 names. Packages of letterheads do not contain full 500 count as a general thing. Why they don't is something beyond our control. The fact is they do not. Secondly, you must allow for spoilage—not less than ten sheets on a small order and thirty per thousand on larger orders. If there are signatures to be run, filling-in, signing, etc., especially if the stock is difficult to run, you must allow more."

Fining Board Members

WHEN a member of the board of the Baptist Home for Children of Washington, D. C., is absent from a board meeting she pays a fine of twenty-five cents. The money is spent for flowers for members who may be sick or in trouble.

A GOOD way of securing attention to an annual report was that of the Public Charities Association of Pennsylvania which clipped to its annual report a sheet which said on the face of it, "After reading me please place me to tarry awhile where others may see me." The under side of the slip, which was folded on the inside of the cover, said "Thanks!"

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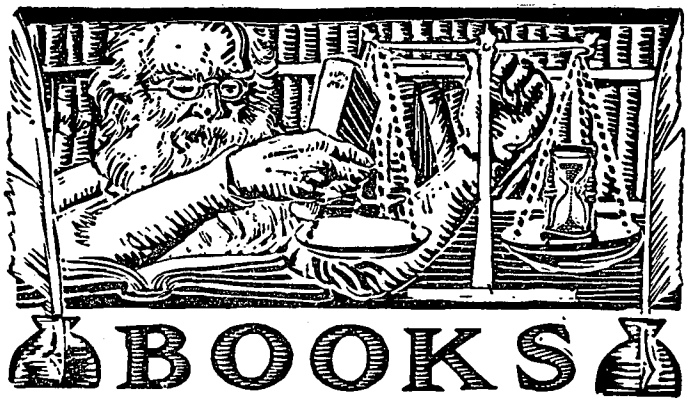

Prisons Around the World

TAMING THE CRIMINAL, *by John Lewis Gillin. Macmillan. 316 pp. Price $3.50 postpaid of The Survey.*

THIS is Professor Gillin's report on what various countries do to people who break laws and get caught. Mr. Gillin is professor of sociology at the University of Wisconsin and has written one of the most useful textbooks on criminology, entitled Criminology and Penology. With the assistance of the Social Science Research Council he went abroad visiting prisons, sounding the minds of penal officials and scanning the faces of Japanese crooks, Swiss thieves, Belgian tramps, the criminal tribesmen of India and diminutive law-breakers in the Philippine Islands. He also visited England, but almost his whole chapter on that country is taken from reports written a number of years ago.

The training of prison officials seems to be attracting attention in Japan, which is copying England rather than the United States. Belgium, according to the author, has "solved" the problem of "begging and loafing" by her correctional colony at Merxplas. Iwahig Colony in the Philippines is much better than Bilibid Prison, but politics bother penology even in the American antipodes. Switzerland has put some of her criminals to work in the well known agricultural colony at Witzwill. As for England, we learn again that there is one of the astonishing decreases in prison population—but, as usual, the reasons are obscure. Could it be because probation is used to a very large extent instead?

The book is disappointing in that it does not report on the changes in prison systems in Prussia, Thuringia and other parts of Germany where, as well as in Russia, experiments are under way which have excited visiting Americans; nor on the clinics set up in various European countries for the close, first-hand study of offenders from the biological and psychological points of view which future historians may well tell us were the most significant developments in criminology of the last decade.

WINTHROP D. LANE
Trenton, N. J.

Dynamite

LABOR FACT BOOK, *prepared by Labor Research Association, International Publishers, 1931. 222 pp. Price $2.00 postpaid of The Survey.*

THIS book should carry a label: HANDLE WITH CARE. It is full of dynamite to spring the foundations of capitalist society.

Among the numerous topics treated are: imperialism, war, finance, mergers, profits, wages, speed-up, unemployment, social insurance, government, injunctions, labor organizations, political parties, Negro workers, agriculture and the Soviet Union.

Some of the facts are familiar but others are the product of painstaking original research. How many knew, for example, that year by year the total value of workers' industrial insurance policies lapsed ranges from five to ten times the total value of policies paid during the year to insured persons or their families?

The present volume resembles in some respects the American Labor Year Book, published by the Rand School of Social Science. But the Labor Research Association is not content to let the facts speak for themselves. It repeatedly steps in front of them, as if afraid they will not say the right thing, and delivers a period eulogizing the Soviet Union, or anathematizing some Communist *bête noir*. Even the alleged "facts" will not all bear examination, partly because of the loose use of such terms as "profits" and "finance capitalism."

From a thousand street-corners, these "labor facts" will be listened to during the coming winter by tens of thousands of workers. Republicans, Democrats, and Socialists, you may now bring out your ammunition! If you can't meet the arguments contained in this book, your governments will perhaps send police to arrest these speakers, or troops who will break the heads of the people in the crowds. And the actions of your police and your troops will be just another grim fact to the masses of unemployed or under-paid laborers who once voted for Herbert Hoover and prosperity.

HORACE B. DAVIS
New York

Sex Education for Parents

THE SEX EDUCATION OF CHILDREN. *A Book for Parents, by Mary Ware Dennett. The Vanguard Press, New York, 1931. 187 pp. Price $1.75 postpaid of The Survey.*

MRS. DENNETT has written in her usual frank and rational way for the purpose of educating parents concerning the meaning of sex education. The general subject matter contains nothing outstandingly new upon the age-old subject, but the mode of presentation is such as to make it attractive and readable for the all too large group who are in need of enlightenment in attitude and position.

A series of appendices deal with Sex Psychology, Sex Language and The Masturbation Problem, which is the nearest approach there is to a practical presentation of educational material.

The volume makes no pretense to presenting subject matter for the use of parents. Its design is to awaken them as to the meaning, nature and possibilities of sex education, not as a mode of approach isolated from life, but one bound up in living, a factor for unifying and stabilizing psychic life. It urges the principles of honesty and truthfulness with frankness in expression as the fundamental bases for parental efforts at establishing the correct concepts and righting the wrong ones. On such a plane parents and children perhaps may dwell together in peace and amity, with more mutual understanding and sympathy.

All parents will profit from reading this brief volume but particularly those who are diffident and hesitant, or opposed to facing sex education as a problem with its beginning and roots in the home.

IRA S. WILE, M.D.
New York City

Making World Citizens

EDUCATION FOR WORLD-MINDEDNESS, *by Albert John Murphy. Abingdon Press. 366 pp. Price $2.50 postpaid of The Survey.*

METHODS appropriated from the experience of advertising have proved disappointing when applied to social education. Its purpose demands a methodology that increases the capacity of individual judgment. The book under review, though primarily intended to aid missionary education of a new sort, also serves this larger concern in the methods of social education.

Some of Mr. Murphy's premises as to the relation between enlarged sympathies and other elements of social ethics may be open to question; but in those chapters which present the technical requirements of education for world-mindedness he offers many useful suggestions. He shows, for example, how an extensive list of objectives (collected from a group of eighty

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"frontier thinkers") may be integrated in continuous programs of study.

His proposed methods arise from the concept of ethics as a functional continuity between the real and the ideal. They include projects designed to stimulate the interplay between social attitudes, behaviors and activities. They make use of previous experiments and of recent discoveries in educational psychology. Persons engaged in movements for international and interracial cooperation will find many useful hints and explanations in this text. BRUNO LASKER

The Inquiry

Planning for Laymen

PRINCIPLES OF CITY PLANNING, *by Karl B. Lohman. McGraw-Hill Book Company, Inc. 395 pp. Price $4.00 postpaid of The Survey.*

THIS volume meets a definite need for something readable, well-balanced, non-technical, of convenient size, with plentiful illustrations, telling what the intelligent citizen ought to know about American city panning. The author is professor of landscape architecture at the University of Illinois and obviously had his students in mind when preparing the "questions for discussion" and reading references at the end of each chapter. But the general reader can easily skip them, and nothing else suggests the text-book. Lay members of our numerous planning boards ought to be especially grateful to Professor Lohman, for the pabulum heretofore served them, when not over their heads on the technical side, has been phenomenally dry.

Professor Lohman's commendable habit of giving both sides of controversial questions and abstaining from propaganda leads him at times to the opposite extreme of colorless detachment. After all, hasn't the author's presumably expert judgment, as such, some interest and value for the reader? It is as though the parent said to the child: "Some persons cross a crowded street by skilful dodging among the moving vehicles, while others prefer to wait until traffic stops,"—and let it go at that. At least the method has the pedagogical advantage of not provoking the negativistic reaction.

To a degree unusual among American writers on city planning, Professor Lohman emphasizes the intimate connection between city planning and housing and the failure of a city plan "in one of its most vital purposes" if it does not secure for all classes of the population "homes full of light and air . . . with conveniences for comfort and happiness."

For those words alone, this reviewer would forgive him many more sins of omission and of commission than she has been able to uncover in his book. EDITH ELMER WOOD

Teachers College, Columbia University

Frankness About Foundations

THE FOUNDATION, ITS PLACE IN AMERICAN LIFE, *by Frederick P. Keppel. Macmillan Company. 113 pp. Price $1.25 postpaid of The Survey.*

THIS readable little book consists of a series of five lectures (with a general introduction and conclusion) given at the University of Virginia as the Page-Barbour Lectures. These chapters bear the titles of Place of the Foundation in the General Picture of Progress, Past and Present, Foundation Policies, Organization and Procedure, and Foundation Activities.

Though not exhaustive, Mr. Keppel is delightfully frank and undefensive, and, as he says, "a good deal more advisory than I had intended." He has set forth for the first time a body of "foundation doctrine," especially aimed at helpfulness to those concerned with the establishment of new foundations.

Mr. Keppel's first prescription is trustees who are able and disinterested, keenly conscious that the money is not their own and that the contribution of money "is always secondary in importance to the work of men and women of creative minds and devoted lives." Willingness to take the initiative and to seek out new fields, courage, receptivity to sound advice, frequent public reporting, the power of discriminating appraisal of the values of enterprises, and promptness of decision are other qualities of mind necessary to those who manage these great funds. Mr. Keppel regards mobility of resources as highly important to effective action; this implies that the foundation will not pile up large obligations against future income. The by-products of foundation activity are the central information service which foundations afford on the fields of their interest, their freedom to indulge in plain speaking and their disciplinary powers in requiring proper budgeting of enterprises.

One of Mr. Keppel's doctrines is that "once the value to humanity of any line of activity becomes clearly established, as, for example, it has become established in medical research, foundation contributions become relatively less necessary." The love of pioneering, prospecting and selling runs strong with Americans. Apparently foundation folk are no exceptions. But to whom in research and demonstration goes the unspectacular job of working the cut-over land, the modestly remunerative mines and farms, the smaller wells and springs? We have much yet to learn about the organization of forces to develop social research and social organization in a fairly orderly and effective fashion. Mr. Keppel's book is an encouraging sign that the foundations are keen to find and do their part.

NEVA R. DEARDORFF

Timely Readings

AMERICAN STANDARDS AND PLANES OF LIVING, *edited by Thomas D. Eliot. Ginn and Co. 931 pp. Price $5.00 postpaid of The Survey.*

ONE who is in the habit of passing up introductions would miss the most important part of this collection of readings if he failed to read the first twenty-four pages of this book wherein most of us are indicted for loose thinking on this subject. Planes of living, as Eliot uses the term, relate to what we get, while standards of living relate to our consumption objectives. From this point of departure we see how planes and standards multiply and vary as the social and economic groups that compose society. The factors that control or determine any plane or standard of living are many, including race, nationality, community tradition and many other things besides income.

The viewpoint of the author in this book is seriously open-mined, though his selection of materials represents a wide range from the conservative right to the rebellious left. Standards and Planes of Living is a wide and diverse subject reaching every corner of human living. The literature is as vast as the field is wide, but out of all of it Eliot has managed to bring together such a collection that his book is well integrated and objective. Those who have professional interests in the subject cannot very well avoid this book. As for those with a student's interest in the subject, enough has been said to recommend to them this very timely volume. NELS ANDERSON

Seth Low Junior College

What Every Trustee Should Know

WHAT THE HOSPITAL TRUSTEE SHOULD KNOW, *by John D. McNamara. Physicians' Record Company. 83 pp. Price $1.25 postpaid of The Survey.*

THE task of writing a book that applies equally to the administration of a hospital containing 10 beds and to one containing 2600—with the resultant variable complexity of organization—is a difficult one. According to Mr. McNamara's figures there are 4748 general hospitals in this country. Assuming that these hospitals average fifteen trustees apiece, this volume is addressed to a potential audience of 71,220 persons.

Unfortunately the disinterested trustee is the least likely to peruse its pages. For the conscientious trustee, seeking enlightenment as to his function and responsibilities, here is a deal of useful information on such matters as legal liability, in-

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surance, staff and personnel organization, together with model articles of incorporation and by-laws. The relationship between trustees and superintendent is repeatedly stressed; in essence, it is the same that exists between any policy-forming lay board of control, educational, welfare or business, and the executive manager. The community function is defined by quotation from the American Hospital Association's survey: "To determine the policy of the institution with relation to the community needs."

Occasionally the reader is conscious that the author has shifted his viewpoint and is addressing, a trifle peevishly, not the lay board member but the professional in the field: "If we are able to get these trustees in the proper frame of mind to further pursue a study of their duties, our labors will have been amply compensated."

Two points made in the book cannot be over-emphasized. One is the provision in the by-laws that a trustee who fails to attend one half the meetings of the board in any one year shall forfeit his position. The second is as follows: "There is one rule of hospitalization that should never be forgotten. It is this, no one who applies for help . . . shall be turned away."

Concord, Mass. GLADYS E. H. HOSMER

Soldiering

RESTRICTION OF OUTPUT AMONG UNORGANIZED WORKERS, *by Stanley B. Mathewson with chapters by William M. Leiserson, Henry S. Dennison, and Arthur E. Morgan. Viking Press. 212 pp. Price $3.50 postpaid of The Survey.*

WHILE living and working as a laborer, Mr. Mathewson collected 223 cases of soldiering through 105 establishments, interviewing 350 workmen and 65 managers. He has collected impressive material—material for comedy, satire or tragedy.

The writer leaves out all quantitative findings yet one is left convinced that the art of evasion and pretense is typical among workmen and very common among line executives.

Following about one hundred pages of these instances of soldiering arranged roughly by causes are two valuable interpreting chapters by Messrs. Leiserson and Dennison. The former compels us by his logic to agree with his summary: "Since the laborer is bound to limit his output to prevent demoralization of his market in the same way as business men do, why not frankly recognize the fact and make it a matter of open business negotiation?"

And Mr. Dennison: "So long as the system invites the juggling of records and of facts by the workers, so long as competitive cunning runs through the daily relations of employer and employe, we cannot make important progress toward realizing our ideals of cooperation between them. Attitudes are not made by employers' preachments or by statement of union principles, but by hourly experiences with realities. The imitation of busyness raised to an art and repeated until it becomes habit grinds attitude into men's characters which are bad for society and bad for industry."

Mr. Dennison goes on very wisely and constructively on "what employers can do about it." I would suggest—in corroboration of the first statement quoted—that precisely when his technique can be carried out jointly with the labor unions, the gradual clearing away of the pretenses and the increase in cooperation go hand in hand surprisingly well.

FRANCIS GOODELL

Naumkeag Steam Cotton Company, Salem, Mass.

Ex-Bum

THE MILK AND HONEY ROUTE—*A Handbook for Hobos, by Dean Stiff. Illustrated by Ernie Bushmiller. Vanguard Press. 219 pp. Price $1.50 postpaid of The Survey.*

I SUSPECT, and my suspicion borders closely upon knowledge, that Dean Stiff is not a practicing bum, but merely an ex-bum with a good memory and an abiding interest in bum-lore, both genuine and phony. Indeed, my suspicious eye fixes itself upon Nels Anderson, who is an instructor of sociology at Seth Low Junior College and head of the Homeless Men Department of the New York City Welfare Council, and who signs the introduction to this book. At any rate, I am sure that the author is some such serious and studious fellow as Mr. Anderson.

But the book is a funny book, at least on the surface; as funny as any other recent book. The title comes from an old hobo love song. At the outset of the book, the author quotes another hobo song:

> Nobody knows where the hobo goes,
> Nobody knows where he gets his clothes;
> Nobody knows but Jesus.
> Nobody knows, nobody heeds,
> How he gets his beers or bums his feeds;
> Nobody knows but Jesus.

—and then proceeds to tell where the hobo gets his clothes and how he gets his beers and feeds, how he travels and spends his winters, how he struggles with sex, and so on and so forth. Mr. Bushmiller's drawings are comic in the extreme.

I imagine that Dean Stiff (we may as well refer to the author by the name by which he wants to be known) intended to write a straight parody on the hobo writers who, as Mr. Anderson once remarked to me, "have tried to put halos around the heads of bums." He wanted to produce a book of nonsense, and meant to achieve his purpose by putting the bum on the top of a topless throne. In this he failed—but I, for one, praise the gods and him for his failure. He has produced a funny book which is not nonsense; "underlying the burlesque," as Mr. Anderson says in his introduction, "the author has suggested some of the baffling aspects of a very serious and challenging social problem."

I heartily recommend the book to all who would be at once amused and instructed.

LOUIS ADAMIC

Carbondale, Pa.

Unemployment

THE PROBLEM OF UNEMPLOYMENT, *by Paul H. Douglas and Aaron Director. Macmillan. 500 pp. Price $3.50 postpaid of The Survey.*

THIS volume has been sponsored by Swarthmore College as a first step towards a comprehensive and continuing study of the problem of unemployment. The task assigned to this volume was in the nature of a general survey which would bring within manageable compass the existing information on the subject and the practical experiments for dealing with unemployment now in operation, and which would indicate the most promising lines for further inquiry and the best methods for further research.

Professor Douglas and Mr. Director have acquitted themselves well of their task. The substantial volume of five hundred pages which they have produced does cover all the aspects of the problem and brings together a vast amount of information of a theoretical and practical character. The volume cannot but be useful both to students of the subject as well as to men engaged in industrial activities who would like to familiarize themselves with the issues involved and with the various experiments already tried.

By analyzing the fundamental elements of each aspect of the problem and by presenting the arguments for and against each practical proposal, the authors have laid the basis for an informative and intelligent discussion while the assembling of the statistical data on the extent of unemployment and of the descriptive data concerning employment exchanges and systems of unemployment insurance cannot but be very useful.

Some of the theoretical aspects of the problem are considered in different parts of the book as, for instance, the question whether permanent technological unemployment is possible. While there is considerable (*Continued on page* 567)

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COMMUNICATIONS

More Success on Crutches

To the Editor: Max Schuster has just sent me a letter of proud congratulations on a story concerning me in Survey Graphic [Success on Crutches, by E. B. Harris, in July Survey Graphic]. As yet I haven't seen it, the second class mail service to Paris being what it is. It will interest you, I know, if I should add a footnote to that interview which must have occurred more than three years ago.

Since then I have been through a flock of operations, the last one a year ago, removing my right leg within six inches of the hip. During the period of convalescence since, I have collaborated on, or written myself, four books, two of which have been published, one expected to be the biography of the year.

At one time our little villa in Nice this summer was a positive word factory. Five people were scurrying around to meet publishers' contracts and among them was Alex Berkman who was once a darn good printer and is even now at sixty-two an excellent copyreader and organizer of material.

Only the other day the French government wanted to kick him out for presumable anti-militarist activities. Through friends we have succeeded in getting him a three months' extension. It's all very silly because he is too old and too disheartened to be interested in anything much these days. Emma Goldman still mothers him as if he were a child lost in the wilderness and rushes to his defense. Be sure and read her biography which comes out this fall. It's a great human document and would have caused a sensation in more piping times.

At this moment I am trying to finish a contracted book in which my hospital experiences should help a lot. It is to be published by Simon and Schuster. The book is to appeal chiefly to convalescents and I am trying to apply the musical comedy principle to a book. Where the stage revue tries to ease the tired minds of business men I shall try to ease the tired bodies of convalescents. The book shall be called Fun in Bed and you can see what a disappointment its contents are likely to prove to John Sumner. On top of all this I am the roving correspondent of Variety, conducting a weekly department called the European Runaround. There are correspondents for the paper everywhere, but I enjoy a sort of prima-donna status which was previously Hannen Swaffer's role on the paper. On top of all this I got married a year ago and came to forty and fatherhood almost simultaneously. Considering that no insurance company would have risked a dime on me any time in the last fifteen years this is all amusing to me, as it is to anybody else.

If you come to Nice next winter I shall have a villa on a hill and if you fail to put in at least one night there consider yourself stricken from our social list. Meanwhile all affectionate greetings from France and best wishes for Survey Graphic and the work you have done there. Frank Scully

15 Boulevard des Italiens, Paris, France

The Unhappy Foreman

To the Editor: In answer to the letter to the Editor, Wanted Foreman, in the June 15 issue [page 323] I submit several reasons why no answers were received to the advertisement. There are not many men that want the job of foreman. It is a position of responsibility on the side of his employer, and one of enmity from the employes' side, as very few like a foreman. He is required to oversee the workmen, instructing them what to do, and how to do it in many cases and also have them do it in the shortest space of time. His methods of hurrying the work along are generally met with enmity from the workman. He is frequently called to account for failure of results in his work by his employer and from most any angle from which it is viewed the position of foreman is not an envious one and therefore not much sought after. L. F. Smith

Los Angeles, California

Act of Providence

To the Editor: The following refers to the boxed-in, larger type text on page 333 of the July 1931 number of The Survey Graphic: You say, "But floods are only occasional acts of Providence." Do you really believe that our floods are caused by the act of an offended God? No one fact is more thoroughly established today than that we live in a universe of law, order and interdependence controlled not by a God of caprice and whim but by a God who works through laws. The facts of science show beyond any doubt that floods are not caused by the act of an offended God, but are the result of normal variation in rainfall over long periods. To intelligent people a flood is not a call to prayer or sacrifice to appease God, but a call to find the facts and face the facts to make man's uses of nature comply with nature's own periodic requirements.

It seems to me that the time has come when intelligent people ought to stop libeling God and begin facing the facts of the universe in which we live. Samuel S. Wyer

Columbus, Ohio

[*The sentence to which Mr. Wyer refers read in full: "But floods are only occasional acts of Providence, while the present plight of American business and agriculture is something over which man has at least a measure of control." The distinction seems valid enough in the case of a farmer in the Mississippi Delta. Against the ruin caused by a flood he can do little more than knock on wood. Against ruin from a glutted cotton market he can exercise "at least a measure of control" by variegated planting of other crops. "Act of Providence" is to us a familiar phrase, hanging over pleasantly from prescientific days and firmly embedded in legal phraseology, insurance policies, contracts to deliver goods at a specified time (such as paper on which to print The Survey—"strikes, lockouts and Acts of Providence") and the plans of the Ladies' Aid Society for its strawberry festival on the church lawn.—Ed.*]

Books for Prisoners

To the Editor: Since last April 14 when a luncheon was held in the Hartford Y. M. C. A., I have engaged personally in a movement to provide worth while books for prisoners in jails and prisons in Connecticut.

I have visited and talked to prisoners twice over in six county jails, Hartford, Tolland, Haddam, Brooklyn, Litchfield and Danbury. Owing to my long prison experience when painting the Charge of St. Peter at Wethersfield, the Connecticut State Prison, it has not proved difficult for me to establish friendly contacts with the prisoners. The jailers have been kind in letting me inside and even into the bull-pens.

The appreciative responses of the prisoners, their collective wants, their personal book wants prove interesting. For example, Haddam jail wanted a modern atlas with maps of modern Europe; that was supplied. Haddam and Tolland and Brooklyn jails all want a book on criminal common law. Clark's Criminal Common Law Horn Books Series, not earlier than 1913, is the volume wanted. It is so expensive I have not got it yet. Besides I want a lawyer to expound common law, English law to them. One states attorney refused, saying it would

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be "too embarrassing." A public defender also said it would be too embarrassing. A dozen lawyers or thereabouts have refused. But I am still on that warpath.

About seventy books I have bestowed so far, and some quite expensive ones individually wanted. To meet the demand of foreign-born prisoners for books to help them in English and the three R's I got Mr. Wash to turn over three loads of discards of Hartford Public Library and highschool books to the Salvation Army, as a store to draw upon. These also include an edition of How to Control the Body and Mind, most useful if the shut-in can learn that in prison!

Of course I'm not trying to investigate my jails; but I have seen things en route—some things so terrible that it may not be safe to print as yet. Also I've spoken at library meetings, at League of Women Voters, to our Rotary Club, to a ministers group.

The responses to the book idea for prisoners by outsiders is a test to outsiders; quite amazing, the negative and positive responses. My survey has at least proved that the idea does appeal to a number of prisoners and their need is great and that need has not been recognized as yet.

This book plan proves a fine way of getting the outside into the mental inside of prison and jail life and vice versa. I'm hoping to have means to carry on and to get work started in Bridgeport, Norwich and New London jails.

c/o C. B. Pease, 705 Asylum Avenue, Hartford, Connecticut GENEVIEVE COWLES

Justifying the Cost

TO THE EDITOR: It is the fashion with certain people to bewail the fact that social work is growing by leaps and bounds and to look upon the support of the ever expanding volume of social work as an intolerable financial burden.

The evolution of society is in the direction of organizing human activities on a larger and larger scale; i. e., there is a tendency to have one factory with ten thousand employes rather than ten factories with one thousand employes each. Along with this tendency goes the trend toward specialization by which some process, which has been done as an incidental part of the job of many people, comes to be set apart as a special job and one or more people give their whole time to it. These specialties appear as though they were new activities that never existed before, but this is not the case. They existed but they were submerged in a mass and were not distinguishable. When processes become specialized they can usually be done cheaper and better than before.

Instead of carrying along the incompetent, weak and disabled members of society as units in the ordinary industrial regime they are being segregated for special attention. This is a cheaper and more effective way of taking care of them.

This process of segregating the cases of the unfortunates into a specialty accounts for the expansion of social work. It facilitates the operation of the industrial regime and is an economy to society.

The setting up of procedure and establishment of groups for new functions and the adjustment of such groups to their task and to each other is creating new organizations. This is also an economy, where large-scale organization has reached a stage that justifies specialization. The growth of social work does not increase the burdens of society but relieves them. Off stage that justifies specialization. The growth of social work burdens society, but social work that removes problems from the area of regular activities of society and segregates them in the hands of social agencies is an economy.

For example, if a feebleminded child is in a class with normal pupils, he takes a great deal of the time of the teacher and wastes a lot of the time of the other pupils. The same is true of pupils who present severe conduct problems. The removal of such children to special schools economizes time and makes the school more productive of results for the normal pupils even if it does result in a new social agency. L. A. HALBERT *Director of State Institutions, Howard, R. I.*

Said of The Survey

TO THE EDITOR: I have your plea for subscription and while some of the articles you have been printing meet with my approval the general outline of work is not pleasing to me. You appear to be supporting an increase of public services, a further intrusion into the intimate activities of life which I believe is neither desired nor desirable to the great majority of our people. New York State and City since the state income tax gave them too much money for wise spending have been conducting numerous experiments (noble in purpose) the only result of which is employment to a numerous train of impractical hangers-on of society, snoopers and smellers, who set themselves up to regulate the lives of others willy nilly. The costs of government of New York State and City are a matter of concern to the whole country for in the final analysis of costs we must admit that the natural resources of the country carry the whole burden, the goods you distribute to us and the goods you distribute for us carry the burden of outrageous graft and hypocritical services which are beyond all claims of sound economics.

Your paper is a sort of a whooper-up for public welfare. You people seem to think that you care more for the child than do the parents or the intimate friends. When that comes to be a fact may God pity the child and the sick. The public welfare squad in this state have an appropriation for $433,432 per annum "for travel." That accounts for some 14,000,000 miles of travel in a state of three hundred by four hundred miles in extent; this gang of egotistic bunglers have spent this year $1,000,000 for a home for slightly soiled girls which will house but one hundred while the Teachers College at Carbondale has a building which cost the state $75,000 which houses seventy girls with high ideals preparing themselves to teach the young of the state. We are paying ten thousand apiece for the housing of the naughty girls and but one thousand apiece for the housing of the good girls. Well, of course the naughty girls were always more interesting and a state harem is an expensive luxury. The squad of poor forlorn unemployed souls who follow you are eagerly putting forth propaganda for establishing all sorts of similar institutions. This country, rich in natural resources as it is, can not stand the expense you people are putting upon it. Already the costs of government are about 115 per capita the country over, which is about seven times the costs of 1915. Poverty is the only thing which will stop you, so there is after all a blessing in Hooveric close-fisted prosperity; it will drive the enthusiasm out of the fond bosoms of the bureaucratic busybodies.

Your silly advocacy of milk control has resulted in a milk supply in New York City which is thoroughly devitalized and worthless as so much chalk and water. A day or two ago a man who had much to do with putting this control upon your food passed into the great beyond, that event and the psittacosis embargo were the two crowning accidents of the year. I am against a government by horse doctors and butterfly chasers, Copelands and Bundesons and Wynnes all look like worse than a total loss to me. And as for morals, how could they be much worse if you had more and more subscriptions and more and more members. No, no, I have no sympathy with you and have only been a subscriber to look on and be amused. It is just as my hired man says, you should get away from the pavements and out into the country and wade around in the hog lots a while, that hard pavement and the pidgeon-holes you live in are stultifying you—get away from the artificial life and learn what life really is.

Streator, Ill. GEORGE C. STOKES

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DIRECTORY OF SOCIAL AGENCIES

Child Welfare

ASSOCIATED GUIDANCE BUREAU, INC.—One East Fifty-Third Street, New York. Telephone: Plaza 9512. A non-sectarian non-philanthropic child guidance bureau, employing highest social work standards. Work includes consultation and home service with behavior maladjustments of children, adolescents, and young adults. For information address Jess Perlman, Director.

BIG BROTHER AND BIG SISTER FEDERATION, INC.—425 Fourth Avenue, New York, and 400 North Michigan Avenue, Chicago. A league of eleemosynary organizations of Catholics, Jews and Protestants in United States and Canada rendering personal, individual and intensive service to children in preventing delinquency. George MacDonald, President, Rowland C. Sheldon and Herbert D. Williams, Ph.D., Executives.

CHILD WELFARE LEAGUE OF AMERICA—C. C. Carstens, director, 130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worth-while results in phase of child welfare in which they are interested.

NATIONAL CHILD LABOR COMMITTEE—Courtenay Dinwiddie, General Secretary, 331 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

Foundation

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—John M. Glenn, dir.; 130 E. 22nd St., New York. Departments: Charity Organization. Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

Home Economics

AMERICAN HOME ECONOMICS ASSOCIATION—Alice L. Edwards, executive secretary, 620 Mills Bldg., Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics; office of editor, 620 Mills Bldg., Washington, D. C.; of business manager, 101 East 20th St., Baltimore, Md.

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Is your organization listed in the Survey's Directory of Social Agencies? If not—why not?

Health

AMERICAN BIRTH CONTROL LEAGUE INC.—Mrs. F. Robertson Jones, President, 152 Madison Ave., New York City. Purpose: To teach the need for birth control to prevent destitution, disease and social deterioration; to amend laws adverse to birth control; to render safe, reliable contraceptive information accessible to all married persons. Annual membership, $2.00 to $500.00. Birth Control Review (monthly), $2.00 per year, voluntary contribution.

AMERICAN SOCIAL HYGIENE ASSOCIATION—450 Seventh Ave., New York. To provide a better understanding of the social hygiene movement; to advance sound sex education, to combat prostitution and sex delinquency; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00 including monthly journal.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. C. M. Hincks, general director; Clifford W. Beers, secretary; 450 Seventh Avenue, New York City. Pamphlets on mental hygiene, child guidance, mental disease, mental defect, psychiatric social work and other related topics. Catalogue of publications sent on request. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin," monthly, $1.00 a year.

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—450 Seventh Avenue, New York, N. Y. Katharine Tucker, R.N., General Director. Organized to promote public health nursing, establish standards, offer field advisory service, collect statistics and information on current practices. Official monthly magazine: *The Public Health Nurse.*

NATIONAL SOCIETY FOR THE PREVENTION OF BLINDNESS—Lewis H. Carris, Managing Director; Mrs. Winifred Hathaway, Associate Director; B. Franklin Rover, M.D., Medical Director; Eleanor P. Brown, Secretary, 450 Seventh Avenue, New York. Studies scientific advances in medical and pedagogical knowledge and disseminates practical information as to ways of preventing blindness and conserving sight. Literature, exhibits, lantern slides, lectures, charts and co-operation in sight-saving projects available on request.

NATIONAL TUBERCULOSIS ASSOCIATION—450 Seventh Ave., New York. Dr. Henry Boswell, president; Dr. Kendall Emerson, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. Journal of the Outdoor Life, popular monthly magazine, $2.00 a year; American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

National Conference

NATIONAL CONFERENCE OF SOCIAL WORK—C. M. Bookman, president, Cincinnati; Howard R. Knight, secretary, 82 N. High Street, Columbus, Ohio. The Conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-ninth annual convention of the Conference will be held in Philadelphia, May 15-21, 1932. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

Racial Adjustment

NATIONAL URBAN LEAGUE—For social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 1133 Broadway, New York. Establishes committees of white and colored people to work out community problems. Trains Negro social workers. Publishes "Opportunity"—a "journal of Negro life."

Religious Organizations

GIRL'S FRIENDLY SOCIETY OF THE U. S. A.—386 Fourth Avenue, New York City. A national organization for all girls, sponsored by the Episcopal Church. Provides opportunities for character growth and friendship through a program adapted to local needs. Membership 46,000.

NATIONAL BOARD OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS—Mrs. Robert E. Speer, president; Miss Anna V. Rice, general secretary; Miss Emma Hirth, associate secretary; 600 Lexington Avenue, New York City. This organization maintains a staff of secretaries for advisory service in relation to the work of 1,288 local Y.W.C.A's in the United States with industrial, business, student, foreign born, Indian, colored and younger girls. It has 85 American secretaries at work in 39 centers in 15 countries in the Orient, Latin America and Europe.

NATIONAL COUNCIL OF JEWISH WOMEN—625 Madison Avenue, New York City. Mrs. Joseph E. Friend, President; Mrs. Estelle M. Sternberger, Executive Secretary.

Fields of Activity: Civics and Community Cooperation, Education, Extension and Field Service, Farm and Rural Work, Junior Auxiliaries, Legislation, Peace, Religion and Religious Education, Service for Foreign Born, Social Service, Work for Blind and Sight Conservation, Deaf and Hard of Hearing, Vocational Guidance and Employment.

Official Publication: The Jewish Woman.

THE NATIONAL COUNCIL OF THE YOUNG MEN'S CHRISTIAN ASSOCIATIONS OF THE UNITED STATES—347 Madison Avenue, New York City. Composed of 360 business and professional men representing 1,900 local Associations. Maintains a staff of 120 secretaries serving in the United States and 150 secretaries at work in 32 foreign countries. Francis S. Harmon, President; Adrian Lyon, Chairman General Board; Fred W. Ramsey, General Secretary.

William E. Speers, Chairman Home Division. William B. Foster, Chairman Personnel Division. Thomas W. Graham, Chairman Student Division. Wilfred W. Fry, Chairman Foreign Committee.

DIRECTORY RATES

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Graphic and Midmonthly 28c per (actual) line (24 insertions a year)

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DIRECTORY OF SOCIAL AGENCIES

Women's Trade Union

NATIONAL WOMEN'S TRADE UNION LEAGUE OF AMERICA — Mrs. Raymond Robins, honorary president; Miss Rose Schneiderman, president; Miss Elisabeth Christman, secretary-treasurer; Machinists Bldg., 9th and Mt. Vernon Place, N. W., Washington, D. C. Stands for self-government in the work shop through trade union organization; and for the enactment of industrial legislation. Official publication, Life and Labor Bulletin. Information given.

Recreation

NATIONAL RECREATION ASSOCIATION— 315 Fourth Ave., New York City. Joseph Lee, president; H. S. Braucher, secretary. To bring to every boy and girl and citizen of America an adequate opportunity for wholesome, happy play and recreation. Playgrounds, community centers, swimming pools, athletics, music, drama, camping, home play, are all means to this end.

Pamphlets and Periodicals

Inexpensive literature which, however, important, does not warrant costly advertising, may be advertised to advantage in the Pamphlets and Periodicals column of Survey Graphic and Midmonthly.

RATES:—75c a line (actual) for four insertions.

(*Continued from page* 563) acumen in some of these discussions, it does not seem to the reviewer that the volume does much to advance our analysis of the causes of unemployment or of the intricate relations which exist between unemployment, industrial changes, monetary reforms, and other economic phenomena. This need not be held against the authors since their main purpose was of a definitely practical character. Also despite some evidences of haste and careless writing here and there, the style of the book on the whole is clear and readable.

LEWIS L. LORWIN

Brookings Institution, Washington, D. C.

RUN OF THE SHELVES

A DESCRIPTIVE LIST OF THE NEW BOOKS

THE CARE OF THE AGED. *Proceedings of the Deutsch Foundation Conference, 1930. Edited by I. M. Rubinow. The University of Chicago Press. 144 pp. Price $2.00 postpaid of The Survey.*

THESE thirteen papers by eminent authorities on various aspects of the problems of old age constitute a philosophic and practical background for any program of old age protection. Dr. Rubinow opens the volume with a clarifying analysis of the whole problem under present day conditions. Appendices supply digests of existing state laws.

WAGES IN THE UNITED STATES, 1914-1930. *National Industrial Conference Board, Inc. 226 pp. Price $3.00 postpaid of The Survey.*

A STUDY of earnings and wage rates, largely statistical, showing that average real hourly earnings were 4 per cent higher in 1930 than in 1929 in industry, while average real weekly earnings were down 5.9 per cent, because of shortened hours of work. The general conclusion is that "on the whole the current business depression does not appear to have been quite so severe in its effects on wages and employment as was the depression of 1921."

LABOR AGREEMENTS IN COAL MINES, *by Louis Bloch. Industrial Relations Series, Russell Sage Foundation. 513 pp. Price $2.00 postpaid of The Survey.*

THE subtitle, "the administration of agreements between miners' and operators' organizations in the bituminous coal mines of Illinois," indicates the specific field of this important study of the theory and method of industrial peace. It is based on the records and field study of the settlement of ten thousand disputes (see The Survey, August 15, page 459).

THE LITTLE GUIDE OF THE SOCIAL WORKER, *by M. l'Abbe Jean Viollet. Member of the Superior Council of the Natalite, Founder of Social and Family Work of the Moulin-Vert. For sale by Confederation Generale des Families, 92 rue du Moulin-Vert, Paris (XIV), and at the Editions Mariages et Families, 86 rue de Gergovie, Paris (XIV). Price 9 francs.*

UNDER this modest title and in a volume of small dimensions, Abbe Viollet condenses the experience of a whole life consecrated to the amelioration of the condition of the family. Impressed by the harm which extreme individualism has done to our epoch, he devotes himself passionately to protect, defend and strengthen the family which constitutes the solid armament of old France and which is the real center, the support of society. No one has penetrated better than he into the soul of the people. He does not conceal their faults but he recognizes also their sound qualities; he loves those whom he wishes to aid and that is the secret of his strength. The Little Guide of the Social Worker will interest and no doubt charm the many friends of Abbe Viollet who met him at the time of his visit to America as a delegate to the fiftieth anniversary meetings of the National Conference of Social Work in 1923.

INTERNATIONAL COMMISSION OF ENQUIRY IN LIBERIA: COMMISSION'S REPORT. *129 pp., paper. World Peace Foundation, Boston. Price $1.25.*

THE League of Nations and the World Peace Foundation have made available the full report on forced labor and related matters in Liberia which was reviewed in advance in The Survey of March 1, 1931 (Slavery in the Modern Manner, by Alain Locke).

RATIONALIZATION OF GERMAN INDUSTRY. *National Industrial Conference Board, Inc. 182 pp. Price $3.00 postpaid of The Survey.*

RATIONALIZATION, as it is understood in Europe, covers all that is known in this country as scientific management and goes beyond technical problems to include economic organization and combination. Its principles have been most widely accepted and applied in Germany. This study, one of a series on European countries, seeks "to describe the industrial structure of German industry from the standpoint of production and distribution and to point out the extent to which German industrialists are free to compete or combine without interference on the part of the state."

HEALTH ON THE FARM AND IN THE VILLAGE, *by C.-E. A. Winslow. Macmillan. 281 pp. Price $1.00 postpaid of The Survey.*

IN The Survey of March 1, 1931, Professor Winslow gave a foretaste of this story of the seven years' health demonstration in Cattaraugus County, New York, fostered by the state, county and the Milbank Memorial Fund. (Carrying Health to the Country, by C.-E. A. Winslow, page 610.) Here is the whole story, an impartial and comprehensive survey by an expert in public-health organization, giving not only the record of what actually happened in Cattaraugus County, but also suggestions in information and advice for health workers in other rural areas. Survey readers who saw Professor Winslow's article will not need to be told that the volume is invaluable as a forceful and luminous account of problems, experience, solutions and ideas. Illustrations by photograph and chart and an excellent index add to the book's attractiveness and usefulness.

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GOSSIP: of People and Things

Skippy and Social Work

SKIPPY, Percy Crosby's engaging cartoon street-urchin, has been adopted by Henry Street Settlement as the mouthpiece of its summer-camp appeals. A series of blotters, Skippy Becomes a Henry Streeter, portray Skippy and his pal at the door of the Settlement exchanging sophisticated comment on camp life. One of these blotters won for Stella Akulin Koenig, secretary and publicity director of Henry Street, the $25 prize offered by the Social Work Publicity Council for envelop stuffers. "The popular appeal of the Skippy character," commented the judges, "is well adapted to the purposes of social work and is particularly suitable for an appeal for underprivileged children."

OLD AGE RELIEF in Connecticut has been brought a step nearer by the appointment by Governor Wilbur M. Cross of the Old Age Pension Commission, authorized by the last legislature, to inquire into the needs of the aged poor and to recommend suitable legislation. Appointed to the commission are Royal T. Meeker, economist and statistician; John J. Egan, secretary of the State Federation of Labor; Martin E. Gormley, judge of probate; and William M. Citron and Charles E. Hart, Jr., attorneys, the latter representing manufacturing interests.

ROMANCE has flowered in the office of the San Francisco Council of Social Agencies. William Ford Higby, executive secretary, and Valerie Sarrat, his assistant, were married on July 20.

RECREATION leaders and their satellites will foregather in Toronto October 5-9 for the eighteenth annual Recreation Congress sponsored by the National Recreation Association. This is the first time the Congress has crossed international boundaries. On this account it is now dubbed the Canada-United States Recreation Congress. L. P. Jacks, principal of Manchester College, Oxford, will be a top-liner on the program.

MARSHALL FIELD has succeeded the late Mortimer L. Schiff as chairman of the committee of operations of the National Council of the Boy Scouts of America.

A CITIZEN who rolls up his sleeves and takes on a campaign single-handed—this is what Cincinnati has in the person of Max Senior, who has been identified for many years with its progressive social and civic concerns. The Public Health Federation has pointed out repeatedly that Cincinnati's appropriations for the department of health are inadequate; money spent here can be counted upon to save lives and suffering. Mr. Senior has taken these facts to heart and put them into circulation by publishing personally a series of popular circulars and card-cartoons telling various aspects of the story and driving home in each the fundamental fact that what the Health Department needs is

money. Circulars on specific subjects—tuberculosis, syphillis, and the like—are revised by physicians before publication. A special circular was addressed to members of the Woman's City Club reprinting an editorial on Mother's Day and maternal mortality and urging members of the Club to try to better Cincinnati's record by helping get adequate funds for the department. Speaking as an individual, Mr. Senior can take a more direct and urgent tone in his circulars than usually is deemed feasible by an official organization. City health departments and social workers elsewhere will wish they, too, could enlist so energetic and whole-hearted a friend.

THE BUREAU OF CHILD GUIDANCE in the New York public schools, for which social workers have been struggling for years, will go into operation in September as an integral part of the school system. Leon W. Goldrich, a former school principal who has been for a number of years executive director of the Hebrew Sheltering Guardian Society at Pleasantville, N. Y., will head this new behavior clinic. The post carries a salary of $10,000.

A CORRECTED list of the new officers of the Girls' Protective Council chosen at its Minneapolis meeting is as follows: Chairman, Mary Hurlburt, Detroit; vice-chairman, Henrietta Additon, New York; secretary-treasurer, Ruth Roberts Mix, New Haven; executive committee, Sabina Marshall, Stella Miner, New York, Gertrude Grasse, Brooklyn, Laura Kinkead, St. Louis, and Savana Inman, Kansas City.

Five Hundred Dollars

AN award of $500 is offered by the Massachusetts Society for Social Hygiene for the best manuscript for a pamphlet on sex hygiene for adolescents submitted before October 1, 1931. The society feels that "such a pamphlet should contain quite definite statements about the physiology and psychology of sex, including the various aspects of the sexual instinct. The pamphlet should refer to the temptations and dangers of sex, to auto-erotic activity, to the more common abnormalities and to the venereal diseases. . . . This subject should be handled in a straightforward manner which has not characterized the usual sex hygiene pamphlet of the past." Five to six thousand words is the preferred length. The award will be made January 1, 1932, unless none of the manuscripts submitted meets the required standards. Further particulars may be obtained from the headquarters of the society, 1150 Little Building, Boston.

A GENERAL Consultant in Juvenile Delinquency Problems prepared to earn a salary of $5600 a year, is needed by the Children's Bureau, U. S. Department of Labor. Applications must be filed with the United States Civil Service Commission, Washington, D. C., not later than September 11. Applicants must be college graduates and have had at least seven years of "highly responsible experience" in directing field investigations of the care and treatment of dependent children and giving consultative service in reorganizing community and institutional programs in this field, in research study of delinquents and their care, or in a combination of the two lines of work. Published writings or a thesis must also be submitted.

THE BEST seller at the Survey Book Table at the National Conference in Minneapolis was A Changing Psychology in Social Case Work, by Virginia Robinson. Indeed, it set a record for the past six years.

ADMINISTRATOR'S GUIDE

ENGRAVING

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